

Unveiling the Future of Psychosocial Hazard Management: A Multidisciplinary Approach

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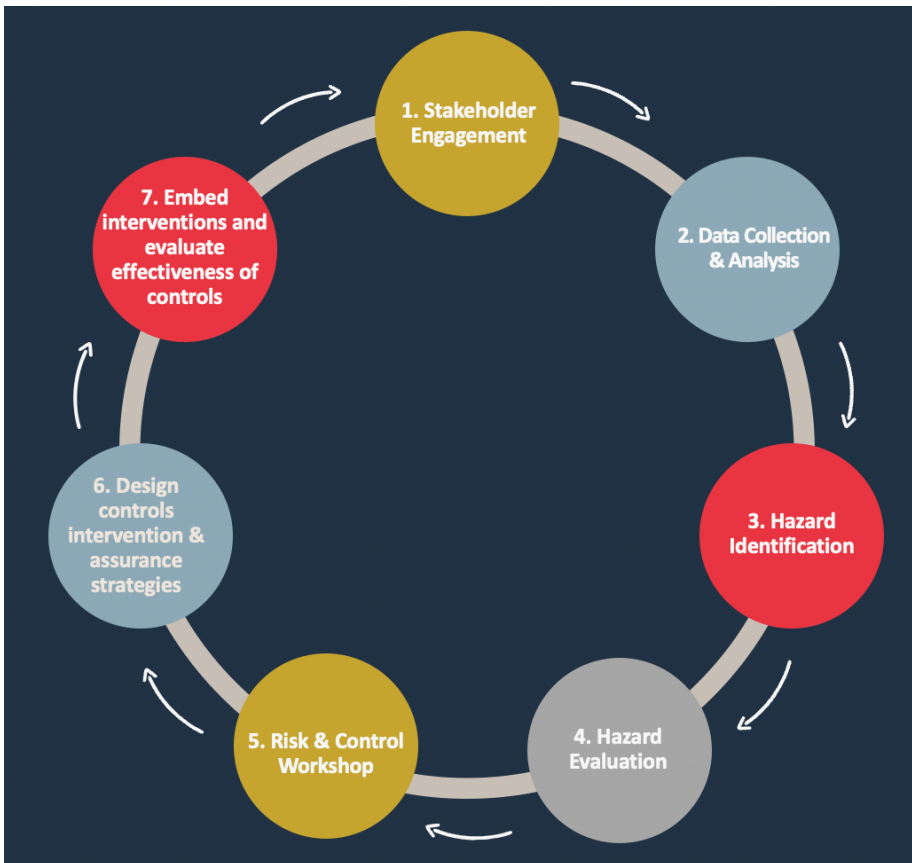
ABSTRACT

In the dynamic realm of mining health and safety, addressing psychosocial hazards is a paramount concern. Legislative requirements and codes of practice now demand employers navigate this complex terrain, yet uncertainty often clouds the path to effective management.

Enter the resources industry, long proficient in managing physical hazards. This case study attests to the adaptability of their framework, showcasing its success in extending its protective reach to psychosocial hazards.

In this presentation, we reveal a compelling case study representing a ground-breaking, multidisciplinary approach. By integrating the Critical Risk Management framework with organizational psychology insights, notably Psychological Safety, a coal mining company achieved a transformative breakthrough. They identified, assessed psychosocial hazards, and mastered their management within the workplace.

This innovative approach encompasses strategic steps:



Key learning from the case study was:

Beyond Bowtie Analysis: Discover why a linear risk analysis tool, like Bowtie Analysis, falls short in capturing the dynamic and interdependent nature of psychosocial hazards.

Psychological Safety Power: Learn why psychological safety is vital for gathering accurate data and ensuring control effectiveness. Dive into how it creates a data-driven foundation for success.

Broadening the Brush: Explore the impact of preloading Broad Brush Risk Assessments, an educational and dynamic hazard-identification tool.

Control Mastery: Gain insights into how the Critical Risk Management framework ensures ongoing control monitoring and effectiveness for psychosocial hazards.

While this implementation's outcomes are still in their early phases, promising key indicators such as absenteeism, turnover, and cultural engagement have emerged. These metrics are set to experience positive shifts as controls prove adequate. As the conference nears, we anticipate having data to showcase these transformative results.

Join us in this illuminating presentation as we journey toward a safer, more psychologically resilient workplace.