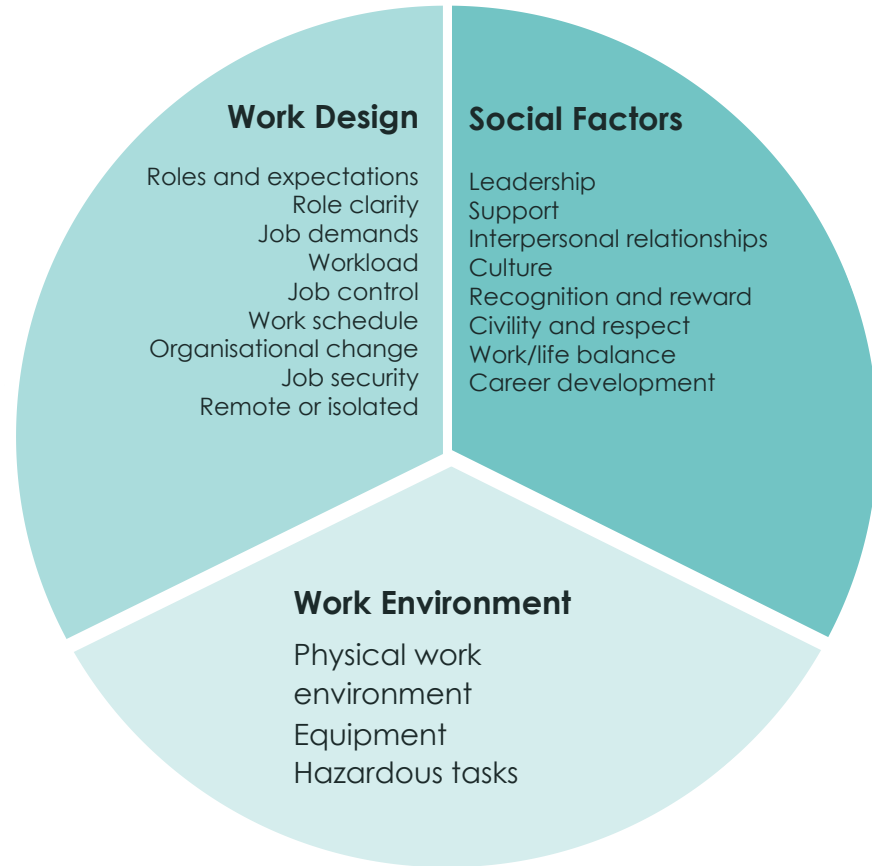


Psychosocial Framework



Most effective
(preventing harm)



Least effective
(harm has occurred)

Eliminate the risk	Look at your organisation and the way it operates, it's people and practices, to prevent harm from risks	Consistent and fair policies	Visible and engaged leaders	Strong engagement practices to involve workers on risks and controls	Consider risks by role, team, task, and site that may influence risk exposure	Sufficient people and resources to manage the workload.
Minimise the risk	Think about how you manage and carry out work, target resources and training to risks arising from specific roles, tasks or sites where elimination is not possible.	Provide training and information to respond to key risks	Support new workers with orientation and skill development	Isolate or substitute to limit exposure e.g. exposure to traumatic materials		
Minimise harm	Support workers exposed to psychosocial risks. Minimise harm by providing targeted support. Monitor and manage inherent risks that cannot be eliminated	Support to access resources and services	Provide on-the-job support to improve practices and adjust processes	Support recovery at work and reasonable adjustments to work	Robust return to work processes	Monitor exposure and harm

Mentally Healthy Work Controls

Control Effectiveness Ratings	HIGH	Protect	Foster	Support	Restore
		Identify risk and design protective factors	Develop wellbeing capability of individuals and teams	Access to workplace and external professional support	Restore wellbeing of individuals and teams
	MEDIUM	<i>Controls</i>	<i>Controls</i>	<i>Controls</i>	<i>Controls</i>
		Job Risk assessment & design to reduce risk	People Leader awareness and capability	Internal Wellbeing team employee access to support (via Manawa)	Internal Crisis Response and Support
		ISO45003:2021 Psychosocial Risk Standard Compliance Audit and Certification	Roles and Responsibilities – duty of care guidance for leaders	Employment Relations/People Advisory Support	External Specialist Trauma Support for additional support
		Organisation-wide Risk Assessment	Flexible working	Whistleblowers/ Speak-up reporting and processes	Return to work & stay in work support
		Targeted Wellbeing by Design plans to support high-risk teams	Suicide prevention Training for People, Security and Crisis teams	Peer support groups/roles/comms	Harassment & Bullying reporting and Investigation Follow-up
		Data analysis and reporting for SLT	Wellbeing standard and policy guidance	Specialist external advice and interventions	Sick leave entitlements
		Engagement Survey – Korero Tahi – Wellbeing questions	Organisational Culture improvements	Employee Assistance Program (external and independent)	People team case management systems for follow-up
		Early intervention reporting and follow-up from employees	Wellbeing Tools – Health Central and Vitality Starter	Domestic Violence Free guidance/leave and First Responders	
	LOW		Public awareness campaigns & communications	Mental Health First Aid training	