

Are You Covered?

A Plain Language Self-Check for Employers

Including the hazards standard frameworks leave out



BURRIIN
RISK SYSTEMS

2026 AWARDS FINALIST

The OHS (Psychological Health) Regulations 2025 commenced 1 December 2025. Employers now have specific, enforceable duties to identify and control psychosocial hazards. An EAP and a policy are not enough. If you cannot say YES to most of the questions below, and back it up with written evidence, your organisation has a compliance gap.

01 DO YOU KNOW YOUR HAZARDS?

Have you identified the psychosocial hazards in your workplace?

Things like high workload, low control, bullying, poor support, traumatic content

☐

YES

☐

NO

☐

UNSURE

Did you look at specific roles, not just the whole organisation?

What affects your frontline workers is different from what affects managers

☐

YES

☐

NO

☐

UNSURE

Is the process written down somewhere you can find it?

A conversation or a survey is not sufficient evidence for WorkSafe

☐

YES

☐

NO

☐

UNSURE

02 DID YOU TALK TO YOUR PEOPLE?

Have you had genuine conversations with workers about what affects them at work?

Not just a survey link. A real, structured process.

☐

YES

☐

NO

☐

UNSURE

Do you have a record of who was consulted and what they said?

WorkSafe can ask for this

☐

YES

☐

NO

☐

UNSURE

03 HAVE YOU ASSESSED THE RISKS?

Have you rated each hazard by how likely it is to cause harm, and how serious that harm could be?

This is a risk register. It is the minimum expected output.

☐

YES

☐

NO

☐

UNSURE

Does your assessment look at how work is designed, not just individual behaviour?

Workload, management practices, and team culture are all in scope

☐

YES

☐

NO

☐

UNSURE

04 HAVE YOU DONE SOMETHING ABOUT IT?

Have you made changes to how work is structured or managed to reduce those risks?

Awareness training and EAP promotion alone are not controls

☐

YES

☐

NO

☐

UNSURE

Is there a clear record of what changed, when, and who is responsible?

WorkSafe expects documented ownership

☐

YES

☐

NO

☐

UNSURE

05 DOES SOMEONE OWN THIS?

Is there a named person in your organisation responsible for psychosocial risk?

☐ YES

☐ NO

☐ UNSURE

It cannot just sit with HR by default

Does your leadership team see regular updates on psychosocial risk?

☐ YES

☐ NO

☐ UNSURE

ISO 45003 expects active governance at the top

Have your policies been updated since December 2025?

☐ YES

☐ NO

☐ UNSURE

Older policies are likely out of date under the new Regulations

06 CAN YOU PROVE IT?

If WorkSafe arrived today, could you hand over your documentation?

☐ YES

☐ NO

☐ UNSURE

Evidence must be current and organised. Not put together after the fact.

Does your documentation show the full picture: identify, assess, control, monitor, review?

☐ YES

☐ NO

☐ UNSURE

A policy is not a system

07 DOES YOUR SYSTEM SEE EVERYONE?

The OHS (Psychological Health) Regulations 2025 apply equally to all workers. First Nations workers carry workplace hazards that standard risk frameworks do not name. If your organisation employs First Nations people, or operates in First Nations communities, these questions are part of your compliance picture. A hazard that is never identified is never controlled.

THE 16+5 MODEL: FIRST NATIONS HAZARD CATEGORIES

Cultural Load:

Identity Strain:

Community Weight:

Culturally Unsafe Environment:

SEWB Disruption:

representing, translating, and advocating for community within roles not built for it

the pressure of managing, explaining, or concealing identity at work

family and community obligations that intersect with work demands

workplaces where raising concerns is not safe to do

disruption to connection with culture, community, and Country

Does your hazard identification process look at role-specific experiences for First Nations workers, across all five categories above?

☐ YES

☐ NO

☐ UNSURE

Cultural Load, Identity Strain, Community Weight, Culturally Unsafe Environment, and SEWB Disruption are workplace hazards, not personal circumstances

Does your consultation process create genuine safety for First Nations workers to speak?

☐ YES

☐ NO

☐ UNSURE

Generic consultation produces generic visibility. Structured, culturally safe processes are required.

Are all five First Nations hazard categories named anywhere in your risk register?

☐ YES

☐ NO

☐ UNSURE

What is not named cannot be assessed, controlled, or defended

MOSTLY YES

You are in a reasonable position. Consider an independent review to confirm your documentation is audit-ready.

MOSTLY NO OR UNSURE

You have a compliance gap. WorkSafe can issue improvement notices, prohibition notices, and fines. Act before an incident forces it.

Ready to close the gap?

Book a free 30-minute Compliance Conversation with Burriin Risk Systems. We will identify your highest-priority gaps, including the ones standard frameworks miss, and what a risk system would look like for your organisation.

Book Now

calendly.com/jarrod-burriin/30min