



Department of Local Government,
Industry Regulation and Safety



Safe Work **Month** Oct 2025

The way forward for HSRs

Wednesday 1 October, 2025, Optus Stadium

#swm2025 **#hsr**

All year, we talk safety.
**In October,
let's get louder.**





Department of **Local Government,
Industry Regulation and Safety**



Master of Ceremonies and event facilitator

Franca Sala Tenna, EEO Specialists

Housekeeping



Please put your mobile phone on silent



Location of toilets



No smoking on premises



Emergency procedure



Filming and photography will take place



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Welcome to Country

Theo Kearing



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Hon Simone McGurk MLA

Minister for Industrial Relations



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Navigating conversations between HSRs and their leaders



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Safe Work Month Oct 2025

SafeTea

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Highlighting excellence

Work Health and Safety EXCELLENCE AWARDS **2025**

28 October, Optus Stadium





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Issuing provisional improvement notices (PINs)

Dr Terence Chia
WorkSafe

WorkSafe WA Proactive Project

Public Sector and Related Industries (PSARI) Team

Project consultation in government and related industries

1. HSRs
2. PCBUs
3. Employee organisations
4. Employer organisations

Each group will have their own workshop.

Each workshop will cover topics related to their roles, duties or functions associated with each group.

If you would like to register your interest, please email:

publicsectorandrelatedindustries@lgirs.wa.gov.au



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Psychosocial hazards – *Now you see it*

PSYCHOSOCIAL HAZARDS



Now you see it...

Psychosocial Hazards

The WHS Act requires an employer to ensure, so far as is reasonably practicable, the safety and health of workers whilst at work. Health includes physical and psychological health.



IDENTIFY THE HAZARD & RISK

ASSESS THE RISK

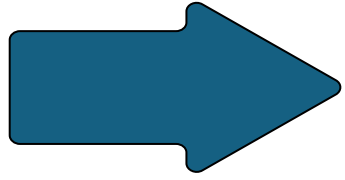
CONTROLS to ELIMINATE/OR MINIMISE

MONITOR/AUDIT

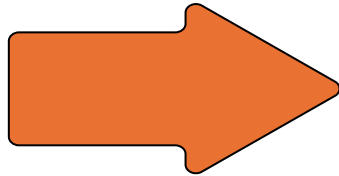
Code of Practice - Psychosocial Hazards

1.Poor leadership practices which lead to poor workplace culture	2.Poor or no policies and procedures related to managing behaviours	3.Work demands	4.Low levels of control/autonomy
5.Inadequate support related to constructive feedback, assistance and/or resources	6.Lack of role clarity – unclear or constantly changing	7.Poor organisation change management	8.Low recognition and reward
9.Unfairness/inconsistency/lack of transparency in the way procedures are implemented/decisions are made/people are treated	10.Insecure work	11.Adverse environmental conditions: exposure to extreme temperature, noise, poor accommodation	12.Remote work – access to communication/resources is limited/lengthy travel time
13.Isolated work (including working from home) – limited interaction with others	14.Fatigue – a state of mental and/or physical exhaustion	15.Burnout – a psychological and physical response to chronic work-related stress	16.Inappropriate/unlawful behaviours
17.Family and domestic violence	18.Traumatic events – exposure to a traumatic event such as death/ serious injury	19.Secondary trauma – unexpected and acute response to another person's trauma	20.Vicarious trauma (ongoing) work exposure to other people's trauma

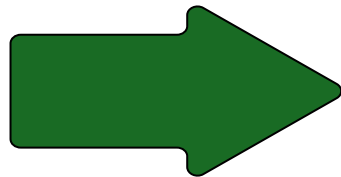
Violent & Aggressive Behaviour



What can the employer do?



How did Gary do?

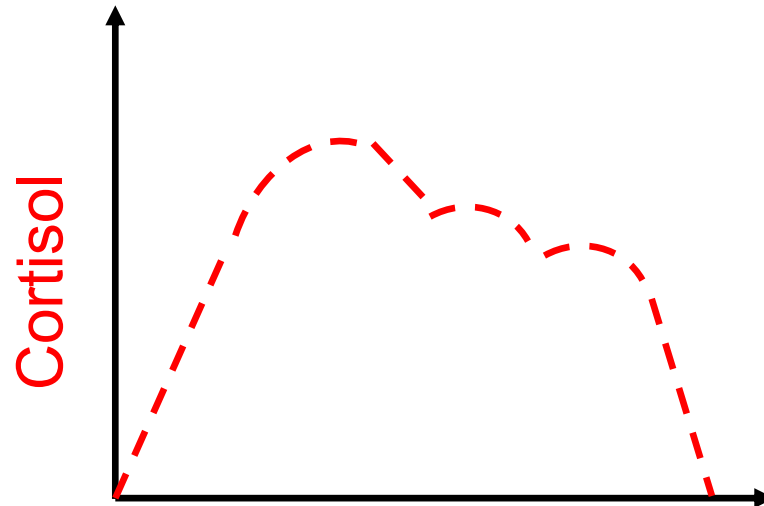


What can the employee, Maya, do?

Cortisol Cycle

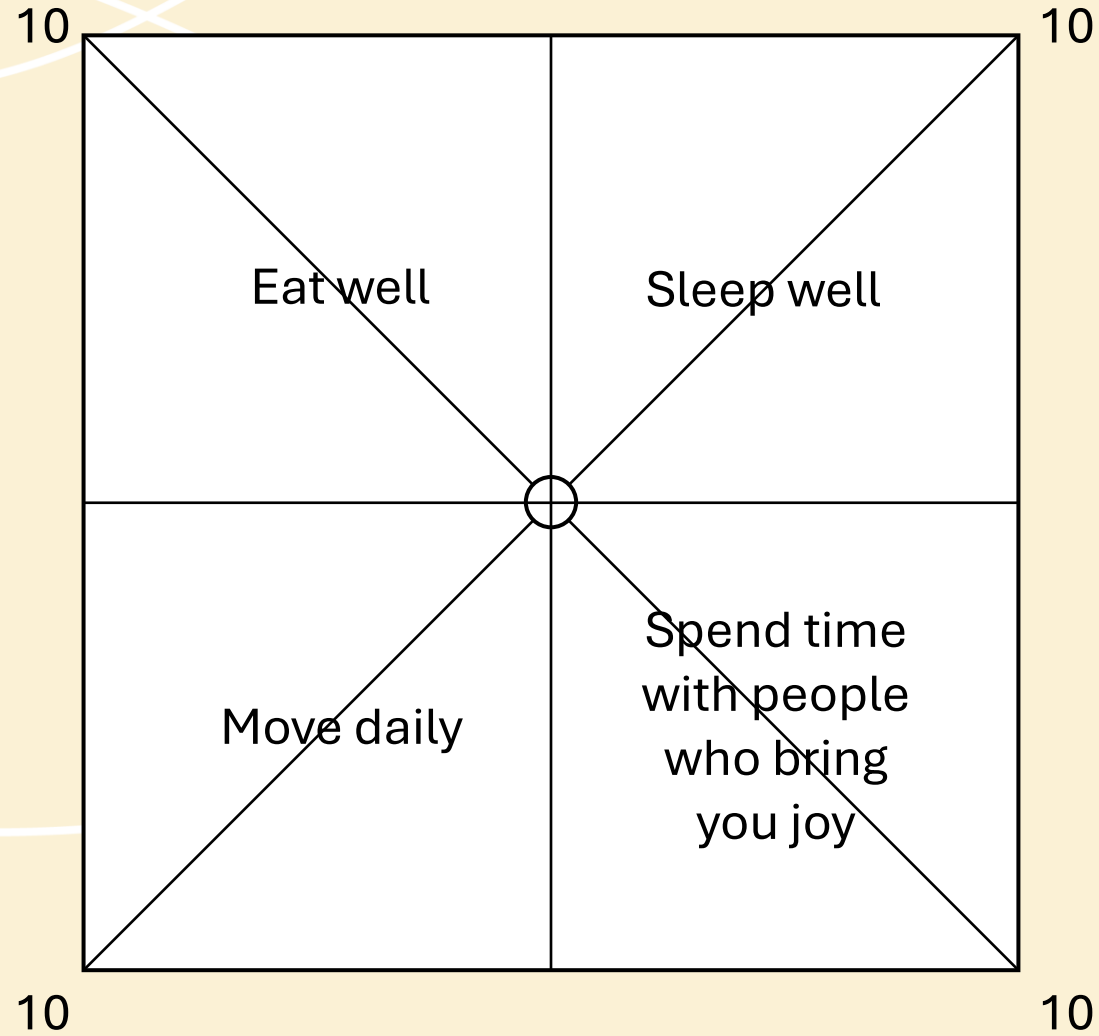


TIGER CHASING YOU!



- 1 Run (exercise)
- 2 Talk (debrief)
- 3 Eat healthy
- 4 Rest (sleep)

The Four Not-negotiables



Legal Definitions

Sexist	Sex based harassment	Hostile workplace	Gender discrimination	Sexual harassment
When someone says or does something that is prejudicial based on the person's sex	Unwelcome conduct demeaning nature in relation to the sex of the person. Reasonable person anticipate possibility of someone being • Offended • Intimidated or • humiliated	Reasonable person – anticipate the possibility of the result in the workplace environment being • Offensive • Intimidating or • Humiliating By reason of a person's sex	Treat a person less favourably based on their gender	Unwelcome conduct sexual nature. Reasonable person anticipate possibility of someone being • Offended • Intimidated or • humiliated

Don't say/do anything related to sexual stuff or anything negative related to gender

Active Upstander

	Easier	Harder
At the time	Divert	Call it out
After	Support	Report



Legal Definitions

Bullying	Violence and Aggression	Unresolved Conflict	Misconduct
Repeated Unreasonable behaviour Creates a risk to health and safety Can be physical or psychological	Violence, threats of harm, abusive behaviours Creates a risk to health and safety Can be physical or psychological	Unresolved conflict Between 2 or more people over a work related matter Behaviour is unreasonable or inappropriate Creates a risk to health and safety Can be physical or psychological	Improper or unacceptable conduct which Fails to meet the requirements of regulations, codes, policy, procedure, lawful instruction Creates a risk to health and safety Can be physical or psychological

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Jennifer Low

Deputy WorkSafe Commissioner

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Lunch

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