



Queensland

Work Health and Safety (Psychosocial Risks) Amendment Regulation 2022

Subordinate Legislation 2022 No. 141

made under the

Work Health and Safety Act 2011

Contents

		Page
1	Short title	2
2	Commencement	2
3	Regulation amended	2
4	Insertion of new pt 3.2, div 11	2
	Division 11 Psychosocial risks	
	55A Meaning of psychosocial hazard	2
	55B Meaning of psychosocial risk	2
	55C Duty to manage psychosocial risks	3
	55D Determining control measures for psychosocial risks	3
5	Amendment of sch 19 (Dictionary)	4

[s 1]

1 Short title

This regulation may be cited as the *Work Health and Safety (Psychosocial Risks) Amendment Regulation 2022*.

2 Commencement

This regulation commences on 1 April 2023.

3 Regulation amended

This regulation amends the *Work Health and Safety Regulation 2011*.

4 Insertion of new pt 3.2, div 11

Part 3.2—

insert—

Division 11 Psychosocial risks

55A Meaning of *psychosocial hazard*

A *psychosocial hazard* is a hazard that—

- (a) arises from, or relates to—
 - (i) the design or management of work; or
 - (ii) a work environment; or
 - (iii) plant at a workplace; or
 - (iv) workplace interactions or behaviours; and
- (b) may cause psychological harm, whether or not the hazard may also cause physical harm.

55B Meaning of *psychosocial risk*

A *psychosocial risk* is a risk to the health or safety

of a worker or other person from a psychosocial hazard.

55C Duty to manage psychosocial risks

A person conducting a business or undertaking must manage psychosocial risks under part 3.1.

Notes—

- 1 WHS Act—section 19 (see section 9).
- 2 For general risk management requirements, see part 3.1.

55D Determining control measures for psychosocial risks

- (1) This section applies to a person conducting a business or undertaking who implements control measures to manage psychosocial risks under part 3.1.
- (2) In determining the control measures to implement, the person conducting the business or undertaking must have regard to all relevant matters, including—
 - (a) the duration, frequency or severity of the exposure of workers and other persons to psychosocial hazards; and
 - (b) how the psychosocial hazards may interact or combine; and
 - (c) the design of work, including job demands and tasks; and
 - (d) the systems of work, including how work is managed, organised and supported; and
 - (e) the design and layout, and environmental conditions, of the workplace, including the provision of—
 - (i) safe means of entering and exiting the workplace; and

[s 5]

- (ii) facilities for the welfare of workers;
and
 - (f) the design and layout, and environmental conditions, of workers' accommodation;
and
 - (g) the plant, substances and structures at the workplace; and
 - (h) workplace interactions or behaviours; and
 - (i) the information, training, instruction and supervision provided to workers.
- (3) In this section—
- worker's accommodation*** means premises to which section 19(4) of the Act applies.

5 Amendment of sch 19 (Dictionary)

Schedule 19—

insert—

psychosocial hazard see section 55A.

psychosocial risk see section 55B.

ENDNOTES

- 1 Made by the Governor in Council on 13 October 2022.
- 2 Notified on the Queensland legislation website on 14 October 2022.
- 3 The administering agency is the Department of Education.

© State of Queensland 2022