



Psychological safety at work

Enabling Confident Conversations: Psychological Safety in Workplace Relations

This program supports employees and volunteers in Human Resources or Workplace Relations roles across clubs and venues in Queensland to manage challenging conversations.

In a recent project with WorkCover Queensland and Work Rehab, the Clubs Queensland Workplace Relations Team commenced a program to create a psychologically safe environment.

This program included a full day of training for Human Resource and Workplace Relations staff, with ongoing coaching and reflective practice to embed their new skills. The Club's Workplace Relations Team is responsible for supporting over 500 member organisations, each with challenges relating to the physical and psychological safety of their employees and volunteers.

This project was so successful, that Work Rehab has customised the program for all clubs and venues in Queensland.

In April 2023, WorkSafe Queensland is releasing a new code of practice across the state, mandating every organisation address psychosocial hazards and risks in the workplace.

Psychosocial relates to the intersection and interaction of social, cultural and environmental influences on the mind and behaviour. A psychosocial hazard arises from the design or management of work or a work environment. A person conducting a business or undertaking must continue to manage psychosocial risk in accordance with the national model WHS laws.

Work Rehab and Howden's program will support Queensland Clubs by building their Human Resource and Workplace Relations teams capability to understand psychosocial hazards and mitigate the risks of these in the environment or workplace.

WHO SHOULD ATTEND?

- Human Resource Managers and their team
- Workplace Relations Officers
- Work Health and Safety Representatives
- Compliance, Risk and Governance Officers
- Operators, Club Managers and Volunteer Coordinators

For referrals or further information
email enquiries@workrehab.com.au

P 1300 856 440 www.workrehab.com.au

Work Rehab
WORKING WITH YOU



PROGRAM FUNDAMENTALS:

This program uses an evidence-based, trauma informed framework to create engagement, early intervention and risk mitigation for psychosocial hazards in Queensland Clubs. Fundamentally, this program will position clubs and venues to achieve the best possible outcomes, through:

- Leading effective person-centric conversations;
- Applying legal and operational knowledge with increased confidence and skills;
- Building protective factors and ownership into how teams safely complete their role whilst continuously improving and adding value to the workplace practices of the member organisations they support;
- Providing training to minimise the risk of trauma and fatigue within the team;
- Building a sustainable ongoing peer support environment for the cohort to continuously review their workplace practices.

Timely & convenient...

Program benefits are realised from team participation in a 1 day workshop (6 hours on-site) and follow-up virtual coaching sessions.

Customised...

Our dedicated team meet with your internal stakeholder group to understand your needs and design a tailored program.

Cost effective...

This is a cost-effective solution to address the latest codes of practice in Queensland and can be customised to suit a club's needs and budget.

WorkCover
QUEENSLAND

// howden

**Clubs
Queensland**
Strengthening Clubs,
Benefitting Communities.

**For referrals or further information
email enquiries@workrehab.com.au**

P 1300 856 440 www.workrehab.com.au

Work  Rehab
WORKING WITH YOU