

**It's No Accident is the WHS newsletter of the AMWU.**

Please send feedback and story ideas to [amwu@amwu.org.au](mailto:amwu@amwu.org.au).

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**SUPPORT**



**AMWU Care**  
A counselling service for members and their families **1800 206 316**

**JOIN US**

Our closed group for AMWU HSRs: [www.facebook.com/groups/amwuhsrs/](https://www.facebook.com/groups/amwuhsrs/)

Authorised by Steve Murphy, AMWU National Secretary 05/23.

Proudly printed by AMWU members at Kosdown Printing, Port Melbourne.

Psychosocial health: know your rights (continued from front)

Following the investigation, the HSR consulting the workgroup should produce a report with recommendations. If the recommendations are not actioned by the employer/PCBU within the prescribed timeframe, it may be appropriate to issue a PIN or direct a cease work if not already done.

AMWU delegates and officials are always available to support HSRs in their work. If you need advice on a workplace issue, call the **AMWU Helpdesk on 1300 732 698**. If you know someone harmed by a psychosocial issue, they can talk free and confidentially with our **AMWU Care Line** counselling service on **1800 206 316**.

**Meet 2022 HSR of the Year Jamie Wright**



We're very proud to announce that Victorian lift worker Jamie Wright is the winner of our second annual HSR of the Year Award. Jamie was joined by his workmates in April to receive his award from national secretary Steve Murphy and Victorian state secretary Tony Mavromatis.

Jamie, a fitter by trade, was nominated by more than one of his workmates. They all spoke of the outstanding effort he puts in, his courage in standing up for their safety, and his follow-through to get things done, like issuing provisional improvement notices (PINs) when needed and successfully seeing a new rescue and retrieval plan implemented.

**Here's what some of the committee members said about their recommendation to award Jamie:**

**Jamie got a safety system introduced for working at heights and his workmates identified the company's new rescue retrieval plan as an achievement, 'despite receiving contest from superiors'.**

- Paul Donnell

**Jamie ticks all the boxes we are looking for in a model AMWU HSR. I loved that one of his workmates said Jamie 'looked the owner dead in the eye and said: not good enough, my boys deserve better.'**

- Adam Williams

**His workmates said it best: 'Three PIN notices, what more needs to be said? A young bloke standing up for a whole industry.'**

- Tony Lidstone

Above: Jamie (centre) was joined by workmates, national secretary Steve Murphy and Victorian state secretary Tony Mavromatis to receive his award.

The HSR of the Year Award was developed by the AMWU National Health & Safety Committee to recognise the work of HSRs and share a model of effective health and safety representation with members. Members from across the country and across industries nominated their HSRs, all speaking of the ways our HSRs go above and beyond to look out for their workmates.

Nominations open each National Safe Work Month in October, and the winner is chosen by our rank-and-file National Health and Safety Committee. It's a fantastic way of raising the profile of our hard-working HSRs and encouraging more members to take on the role in their workplaces.

MAY 2023



**AMWU Health and Safety News**

it's no accident



**AMWU**

AUSTRALIAN  
MANUFACTURING  
WORKERS' UNION



**Psychosocial health: know your rights**

**W**ork health and safety isn't just about your physical wellbeing - it includes psychological wellbeing too.

Your employer must provide a safe and healthy workplace that eliminates or manages risks to both physical and psychosocial wellbeing. Thanks to the work of union members, the *Work Health and Safety Act 2011* has been updated to include regulations around psychosocial hazards, making the duties of employers clearer.

This applies to all workplaces. The update came into effect on 1 April in the Commonwealth jurisdiction and will be implemented in all states and territories.

**What are psychosocial hazards?**

Psychosocial hazards are aspects of work that may cause a stress response which, in turn, can lead to psychological and/or physical harm.

They can arise from:

- the design or management of work
- the working environment
- plant at a workplace
- workplace interactions or behaviours

Psychological harm or injuries may include anxiety, depression, post-traumatic stress disorder (PTSD) and sleep disorders.

Physical injuries may include musculoskeletal injury, chronic disease, and physical injury following fatigue-related workplace incidents.



Psychosocial hazards that may arise at work

- Job demands
- Low job control
- Poor support
- Lack of role clarity
- Poor organisational change management
- Inadequate reward and recognition
- Poor organisational justice
- Traumatic events or material
- Remote or isolated work
- Poor physical environment
- Violence and aggression
- Bullying
- Harassment including sexual harassment
- Conflict or poor workplace relationships and interactions

Source: Safe Work Australia Model Code of Practice: Managing psychosocial hazards at work

**Your employer's duty**

Your employer/PCBU must ensure, so far as is reasonably practicable, that workers and other persons are not exposed to risks to their psychological or physical health and safety. They must eliminate psychosocial risks in the workplace or, if that is not possible, minimise these risks so far as is reasonably practicable.

**The role of HSRs**

If workers report exposure to any psychosocial hazard, HSRs should commence an investigation in the same way they would for a physical hazard.

It's important to remember that the exposure to the hazard is the breach of the health and safety law, not the injury done. HSRs shouldn't wait for someone to become unwell before commencing their investigation.

HSRs have a legal function to monitor the compliance of their employer/PCBU and their representatives (managers) with legal requirements to protect workers from psychosocial hazards.

(Continued on back)



# PSYCHOSOCIAL HAZARDS

Might sound like this...

*I've had enough*

*I'm too scared to speak up*

*I'm feeling burnt out*

*I don't know why I try anymore*

*I feel stressed*

*I'm afraid they'll turn on me*

*This place is toxic*



Workers talk about their exposure to psychosocial hazards in different ways. **Know the signs.**

Psychosocial hazards are aspects of work that may cause a stress response which can lead to psychological and physical harm.

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