



Managing Psychosocial Risk: Legal and Leadership Training



Psychological safety is now a leadership and compliance imperative

From 1 December 2025, new regulations will come into effect in Victoria requiring employers to take specific actions to manage psychological health risks in the workplace. These regulations will clarify existing obligations under the Occupational Health and Safety Act 2004 (Vic) by providing detailed requirements on how psychosocial hazards must be identified, assessed, and controlled.

The Victorian Government's stated aim is to elevate psychological health risks to the same level of importance as physical hazards, ensuring they are no longer treated as optional or secondary concerns. A dedicated Compliance Code will accompany the regulations, offering practical guidance to help employers and duty holders understand what compliance looks like in practice.

While the final details are still being confirmed, the direction is clear: organisations will need to strengthen their internal processes, risk frameworks, and leadership capability to meet these expectations confidently.

To help organisations respond confidently and proactively, we offer a structured training suite tailored to key workplace roles:

- **Executive session (90 minutes):** Understanding legal obligations and governance responsibilities under OHS law
- **Safety practitioners and managers (Half-day):** Applying foundational tools to identify and manage psychosocial risk
- **Safety practitioners and managers (Full-day):** Deepening knowledge through real-world case studies and practical application

Each session is designed to build practical capability, strengthen legal compliance, and embed psychologically safe practices across all levels of leadership.



These programs are delivered by Andrew Douglas, Managing Director of FCW Lawyers – one of Australia's most respected experts in workplace law. With over 30 years of experience advising employers across sectors, Andrew is a trusted educator, speaker and legal strategist known for his practical, real-world approach to managing psychological safety and compliance risk.

How to Create a Psychologically Safe Workplace and Culture for Executives

🕒 90 Minutes 📍 Live Online or face to face 💰 \$1200

This intensive 90-minute session equips executive leaders with the clarity and confidence to meet their legal duties under Australia's psychological hazard safety laws.

Participants examine their obligations as Officers under OHS legislation and explore how governance, leadership, and culture intersect in creating psychologically safe workplaces.

The session focuses on practical decision-making and evidence-based approaches to demonstrate compliance and lead meaningful organisational change.

Learning outcomes

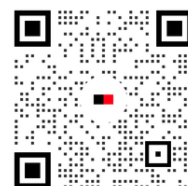
Upon completion of this course, participants will be able to:

- Explain what constitutes a psychological hazard.
- Interpret relevant OHS legislation and its implications for Officers.
- Assess and manage psychological hazards at a governance level.
- Identify appropriate control measures to mitigate organisational risk.
- Evaluate the evidence and processes required to demonstrate compliance.
- Reflect on how executive leadership can shape and sustain a culture of psychological safety.



Who should attend?

Executive leaders (C-suite) who hold obligations as 'Officers' under safety law and need to understand the governance structures and leadership responsibilities required to meet legal and cultural expectations.



Scan this QR code to enrol into this workshop



Introduction to Psychological Safety at Work for Managers and Safety Practitioners

🕒 Half day 📍 Live Online or face to face 💰 \$ 550

This half-day course introduces managers and safety practitioners to the fundamentals of psychological safety at work. Participants gain a clear understanding of psychosocial risks and the legal framework governing psychological hazards under OHS law. The session provides practical tools to identify, assess, and manage risks, apply control measures, and support leaders and teams in creating safe, compliant, and mentally healthy workplaces.

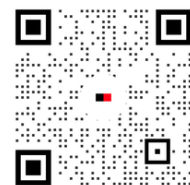
Learning outcomes

Upon completion of this course, participants will be able to:

- Explain key psychological hazards and relevant OHS legislation.
- Apply risk assessment methods to identify, assess, and control psychosocial risks.
- Demonstrate knowledge of tools and approaches for implementing psychological safety.
- Support leaders and teams in developing safe and supportive workplace practices.
- Evaluate their role in maintaining compliance and promoting wellbeing at work.

Who should attend?

Safety Practitioners and Managers: Those responsible for supporting leaders and employees in creating psychologically safe work environments. This group will learn how to engage teams and deliver practices that promote psychological wellbeing across their organisations.



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Mastering Psychological Safety at Work for Managers and Safety Practitioners

🕒 Full Day 📍 Live Online or face to face \$900

This full-day course introduces the foundational principles of psychological safety and extends them through deeper, practice-based learning. Participants gain all the essential knowledge covered in the half-day session and then apply it through detailed case studies, analysis, and discussion of complex workplace scenarios. The course strengthens capability in psychosocial risk management and provides the insight and tools needed to implement effective, sustainable workplace practices that enhance compliance, wellbeing, and organisational culture.

Learning outcomes

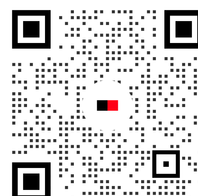
Upon completion of this course, participants will be able to:

- Explain key psychological hazards and relevant OHS legislation.
- Apply risk assessment methods to identify, assess and control psychosocial risks.
- Apply tools and approaches for implementing psychological safety.
- Support leaders and teams in developing safe and supportive workplace practices.
- Evaluate role in maintaining compliance and promoting wellbeing at work.
- Analyse case studies to determine effective interventions and lessons learned.
- Evaluate organisational systems for gaps in psychosocial risk management.
- Integrate preventative measures and compliance practices into daily operations.
- Lead initiatives that strengthen psychological safety and organisational performance.

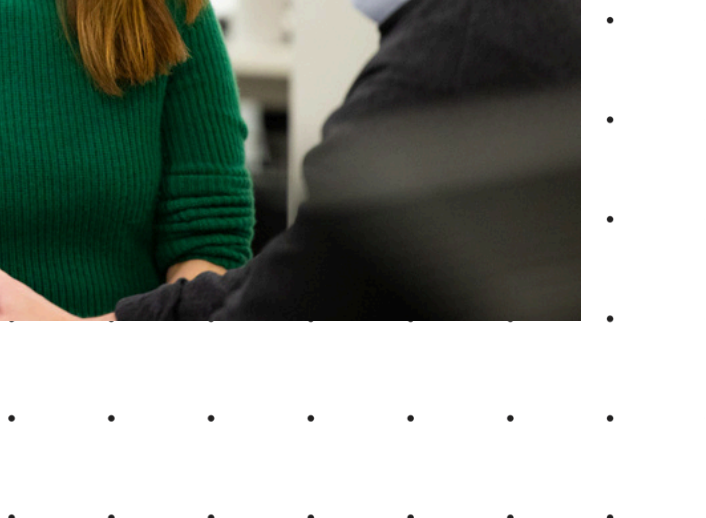
Who should attend?

Safety Practitioners and Managers: Those responsible for supporting leaders and employees in creating psychologically safe work environments.

This group will learn how to engage teams and deliver practices that promote psychological wellbeing across their organisations.






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Question? Contact us

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The information contained in this calendar was correct at the time of publication, May 2025.
The university reserves the right to alter or amend the material contained in this guide.
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