

Risk assessment tools

Tool	The APHIRM Toolkit	Psychosocial Hazard Work Redesign Tool	Stress Indicator Tool (UK Health and Safety Executive)	SafeWork SA Focus Group Guide	SafeWork SA guide for examining workplace data
Who would use the tool	HR and/or WHS managers	Line, HR and/or WHS managers	Line, HR and/or WHS managers	HR and/or WHS managers	HR, line and/or WHS managers
When would you use the tool	When you want to assess and address the psychosocial and physical (musculoskeletal disorder) risk profile of the whole organisation, with the results broken down by team, location, and work level.	When you want to assess and address the psychosocial risk profile of work groups and identify ways of re-designing work to address the identified hazards and risks.	When you would like to provide your workers with an anonymous means of reporting their perceptions of psychosocial risk in their workplace.	When you want to consult with workers about hazards, risks and what controls to implement.	When you want to assess data about the workplace or workforce to identify hazards and risks to workers.
Areas of assessment	<ul style="list-style-type: none"> Job satisfaction Work-life balance Physical demands Emotional demands Cognitive demands Supervisory support Violence and aggression Bullying Sexual harassment Physical discomfort and pain Absence for injury/illness Work environment and climate 	<ul style="list-style-type: none"> Role overload/overload Traumatic events Role ambiguity Role conflict Supervisor support Co-worker support Change consultation Reward and recognition Procedural Justice Bullying and harassment Sexual harassment Violence and aggression Remote or isolated work Physical environment 	<ul style="list-style-type: none"> High work demands Job control Manager and peer support Role ambiguity Organisational change Interpersonal conflict Bullying and harassment Symptoms of anxiety and depression <p>Add on module available to assess the above for remote workers</p>	Scope can be determined by facilitator and participants	<ul style="list-style-type: none"> Sickness absence trends Annual leave trends Worker's compensation trends Complaints about workplace behaviours or other hazards Incident and injury records Employee Assistance Program utilisation Industrial relations records Minutes of meetings Employee opinion survey trends Employee turnover trends Media attention Recruitment
Methodology	Process guide for scenario based assessment of hazards and the work environment, and planning and implementing work design controls.	Process guide for scenario based assessment of hazards and the work environment, and planning and implementing work design controls.	35 question online survey. Yields an automated statistical and narrative report with guidance on areas of concern and options for addressing them. Option for multiple language administration	Process guide for planning and conducting group interviews with workers through the psychosocial risk management process.	Guidance material on how to gather and review data in your business to identify trends / issues.
Suitability	<ul style="list-style-type: none"> All workers All industries Organisations with at least 20 workers 	<ul style="list-style-type: none"> All workers All industries Any size organisation 	<ul style="list-style-type: none"> All workers All industries Organisations with at least 20 workers 	<ul style="list-style-type: none"> All workers All industries Any size organisation 	<ul style="list-style-type: none"> All workers All industries Any size organisation
Benchmarking	Yes - Australian workers	N/A	Yes - UK public service workers. Can also compare results with industry average results	N/A	N/A
Participant identification	Anonymous	To be determined at time of implementation	Anonymous	To be determined at time of implementation	To be determined at time of implementation
Data storage	Australia	N/A	UK	N/A	N/A
Country of origin	Australia	Australia	UK	Australia	Australia
Year of development	2019	2022	2018	2023	2023
Cost	Free	Free	Free for < 50 workers. Incremental fees apply according to the size of the workforce.	Free	Free

