

Hello,

Thank you for your email requesting feedback regarding Psychosocial Hazard Feedback for RSHQ. Please find feedback below:

1. Do you support the proposed option of clarifying obligations to manage psychosocial hazards? **YES**
2. Which part of the proposed option do you support and why? **I support all of the proposed options to make amendments. This provides standardisation and alignment to better clarify our obligations and take a systematic risk- based approach to effectively manage psychosocial hazards and risks.**
3. Which part of the proposed option do you not support and why? **I don't support the Alternate Options (Do Nothing).**
4. If you do not support the proposed option, is there an alternate option which you do support? **N/A**
5. Within the proposed option, do you support clarify reporting obligations for incidents relating to psychosocial hazards and psychological injuries? **YES**
6. Do you have any other feedback or comments about the proposed option? **Need to ensure Discrimination is clearly stated or outlined not only Bullying and Sexual Harassment. As we seek a more inclusive and diverse workforce, comes the factors of intersectionality and additional risk of psychological injuries to marginalised people (First Nations, Culturally and Racially Marginalised and People Living with Disability and Neurodiversity). The resources sector is global, growing in diversity and diversity programs across Australia, our workforce is representative of this and are cases increasing. Needs to be consistent with Human Rights and other supporting legislation to further strengthen the approach.**

Thank you and Kind Regards