

Psychological Health at Work Policy

Aussie Locums is committed to ensuring both the physical and psychological health of our workers whilst at work. We believe that the psychological health and wellbeing of our workers is the key to organisational success and sustainability.

The purpose of this policy is for Aussie Locums to establish, promote and maintain the psychological health and wellbeing of all workers through workplace practices, and encourage workers to also take responsibility for their own psychological health and wellbeing.

Objectives

The objectives of this policy are:

- build and maintain a workplace environment and culture that supports psychological health and wellbeing and prevent discrimination, bullying, harassment, and violence.
- Increase workers' knowledge and awareness of psychological health and wellbeing issues and behaviours.
- reduce stigma within the workplace, around mental health conditions such as depression and anxiety.
- facilitate workers active participation in a range of initiatives that support psychological health and wellbeing.
- Identify and effectively manage psychological hazards and associated risks.

Responsibilities

Aussie Locums is responsible for, as far as reasonably practicable:

- ensuring a process is in place to gather information to effectively identify and manage psychological hazards and associated risks.
- monitor risk factors such as job demand, job control, support, workplace relationships, understanding of role/job, organisational change to ensure they do not present a risk to workers' psychological health.
- developing reporting systems (e.g. incident/hazard report procedure) and encouraging workers to report hazards and incidents that present a risk to their or other psychological health.
- providing support systems and encouraging workers to seek psychological support if required.
- provision of adequate information, instruction, training and supervision to enable workers to carry out their tasks safely.
- maintaining effective communication and consultation including consultation, cooperation and coordination with key stakeholders on health and safety matters that may present a risk to workers' psychological health; and
- ensuring systems are in place to allow for consultation and the identification and resolution of work health and safety issues involving psychological health.

Officers (senior managers) are responsible for exercising due diligence, by taking reasonable steps:

- to keep abreast of work health and safety requirements and matters.
- to gain an understanding of the operational risks to which workers psychological health may be compromised.

- to ensure the company has appropriate resources to effectively manage psychological hazards and associated risks.
- to ensure the company has adequate processes in place to gather and consider information regarding psychological hazards, risks and incidents and responding to those in a timely and effective manner.
- to ensure the company implements, monitors, and verifies the effectiveness of processes for complying with duties of the company under the relevant health and safety legislation.

All workers are responsible for:

- following all work health and safety policies and procedures.
- ensuring their own and others health and safety is not affected by their actions.
- working with host organisation to achieve the objectives outlined in this policy; and
- reporting all incidents including unsafe work practices, hazards, near misses and injuries related.

As a provider of on-hire services, Aussie Locums is committed to effective consultation and engagement with workers on work health and safety matters. We recognise that we share a primary duty of care with host organisations regarding our on-hire workers and therefore we are committed to consult, cooperate, and coordinate activities with hosts to produce the required health and safety outcomes.

ISO 9001:2015 REQUIREMENTS

<p>Clause: 7 Support</p> <p>7.1 Resources</p> <p> 7.1.1 General</p> <p> 7.1.2 People</p> <p>7.4 Communication</p> <p>7.5 Documented information</p> <p> 7.5.1 General</p> <p> 7.5.2 Creating and updating</p> <p> 7.5.3 Control of documented information</p> <p>Clause: 8 Operation</p> <p>8.7 Control of non-conforming outputs</p>	<p>Clause: 9 Performance evaluation</p> <p>9.1 Monitoring, measurement, analysis, and evaluation</p> <p> 9.1.1 General</p> <p>9.2 Internal audit</p> <p>9.3 Management review</p> <p> 9.3.1 General</p> <p> 9.3.2 Management review inputs</p> <p> 9.3.3 Management review outputs</p> <p>Clause: 10 Improvement</p> <p>10.1 General</p> <p>10.2 Nonconformity and corrective action</p> <p>10.3 Continual improvement</p>
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