

Psychological Health and Safety Strategy 2024–2026



Acknowledgements

SafeWork NSW extends its appreciation to every person who has contributed to the Psychological Health and Safety Strategy 2024 – 2026. In May 2023, SafeWork NSW heard from various industry and worker representatives from across NSW – from small business representatives to large corporates; and from businesses in Greater Sydney to those located in regional NSW.

We thank you for sharing your time and your perspectives.

Acknowledgement of Country

SafeWork NSW acknowledges the Traditional Custodians of the lands where we work and live. We celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of NSW.

We pay our respects to Elders past and present and acknowledge the Aboriginal and Torres Strait Islander people that contributed to the development of this Strategy.

Acknowledgement of Lived Experience

SafeWork NSW acknowledges people with lived experience of, and recovery from, mental ill-health. We value their unique perspective and contribution to meaningful solutions addressing psychological health and safety in the workplace.

Support services

If you are experiencing mental ill-health it's important to remember that you're not alone and support is available.

If you need support, the following services are available 24/7:

Lifeline Australia – 13 11 14

Beyond Blue – 1300 22 4636

MensLine Australia – 1300 78 99 78

Suicide Call Back Service – 1300 659 467

NSW Health Mental Health Line – 1800 011 511

Kids Helpline (for under 25s) – 1800 55 1800

13YARN – 13 92 76

Alternatively, you can talk to someone you trust, like:

- your GP, a counsellor, psychologist or psychiatrist
- a manager, friend or family member

Your workplace may offer an Employee Assistance Program (EAP) for free and confidential counselling.

About SafeWork NSW

SafeWork NSW is the work health and safety (WHS) regulator for NSW. We give advice on improving work health and safety, investigate workplace incidents, and enforce work health and safety laws in NSW including the *Work Health and Safety Act 2011* (NSW) and *Work Health and Safety Regulation 2017* (NSW).

If you have a WHS issue, SafeWork NSW encourages first taking steps to resolve the issue within your workplace if it is safe and appropriate to do so.

These steps may include:

- reporting the issue to your supervisor
- reporting the issue through the workplace's hazard reporting procedures
- raising the issue with the health and safety representative
- raising the issue with management through your union representative.

If you are unable to, or are not satisfied with the response, details on writing to or calling SafeWork NSW are available on this page:

www.safework.nsw.gov.au/contact-us.

You can also:

- complete the Psychosocial hazards request for service form
- make an anonymous report via the Speak Up Save Lives App.



Contents

Contents

Acknowledgements	2
About SafeWork NSW	3
1 Minister’s message	5
2 Introduction	6
2.1 What is Psychological Health and Safety?.....	6
2.2 Why is Psychological Health and Safety a priority?	7
3 Psychological Health and Safety Strategy 2024–2026.....	9
3.1 Plan on a page.....	10
3.2 Vision.....	11
3.3 Strategic goals.....	11
3.4 Our actions.....	11
3.5 Focus areas.....	13
3.6 Targets and outcomes.....	14
3.7 Our approach	15
3.8 Working in partnership to implement the strategy	15
4 Monitoring, evaluation and reporting	16
5 Glossary.....	17

1 Minister's message



From The Hon. Sophie Cotsis MP

Health and safety at work, both physically and psychologically, is a fundamental right for all workers.

As Minister with responsibility for Work Health and Safety, I am committed to reducing the harm caused to workers arising from exposure to psychosocial hazards at work. Examples of psychosocial hazards include bullying, harassment, exposure to traumatic events, work isolation and poor support.

Businesses should not only be aware of their legal obligations to provide psychologically healthy and safe workplaces but more importantly, the benefits of doing so. As this strategy outlines, having a mentally healthy workplace is the second most important consideration for job seekers deciding to take a new role.

Despite progress made in recent years, the rate and severity of psychological injury at work continues to rise. Time off work with a psychological injury is over three times that of a physical injury.

Psychological injuries not only impact on a worker's capacity to work but also negatively affect their lives outside of work and their families and communities. That is why it is in everyone's interest that we continue prioritising this work.

The approach outlined in this strategy is comprehensive and forward-looking. From promoting awareness to workers about their rights to a psychologically healthy and safe workplace, building capability amongst businesses and leaders, to enforcing compliance with workplaces that remain in breach of the legislation.

New South Wales was the first state to adopt the Safe Work Australia model WHS Regulations, which explicitly define psychosocial hazards and risks for the first time.

This strategy aims to build on these achievements and precisely outlines the steps to be taken by the regulator to build capability and enforce compliance across the state.

Work on this strategy has been a collaborative effort, bringing together workers, businesses, unions, and other government agencies, to improve the lives of all New South Wales workers.

I extend my gratitude to everyone who has contributed their time and effort in developing this strategy. Your dedication and expertise have been instrumental in shaping this approach.

I now invite business and workers to embrace this strategy, and work hand in hand to bring about positive change.

2 Introduction

2.1 What is Psychological Health and Safety?

Psychosocial hazards at work are aspects of work and situations that may cause a stress response which in turn can lead to psychological or physical harm. Some of the most common psychosocial hazards are role overload (high workloads or job demands), exposure to traumatic events, bullying, harassment (including sexual harassment), lack of role clarity and hazardous physical working environments.

Psychological health and safety includes managing risks in the workplace that have the potential to cause psychological harm. This involves identifying and assessing matters that have the potential to cause psychological harm, controlling the risks and monitoring and reviewing the controls to ensure they are effective. This must be done in consultation with workers. A key way that workplaces minimise these risks is by using good work design.

Work design is a process to understand the work context, work content and work-related risks. You can then design work so psychosocial hazards are minimised.

Reactive programs and health promotions can contribute to a psychologically healthy and safe workplace. But workplaces' legal obligations and therefore their primary focus should be on preventing workplace psychological injuries. Preventing psychological harm, supporting recovery, and promoting mental health are the critical components of a mentally healthy workplace.

A mentally healthy workplace is not just compliant with the law, but provides healthy work for workers:

Focus of Psychological Health and Safety Strategy 2024–2026



Figure 1. A mentally healthy workplace consists of three key components – preventing harm, promoting positive approaches to mental health, and supporting worker recovery.

Reference: Newstead T, Martin A, Dawkins S, Bartlett L, Memish K, Crawford J, Sanderson K, Peebles D. (2017) *An integrated approach to workplace mental health*.



2.2 Why is Psychological Health and Safety a priority?

SafeWork NSW has made significant progress raising awareness of and promoting mentally healthy workplaces. Primarily through the [NSW Mentally Healthy Workplaces Strategy 2018 – 2022](#).

Between 2017 and 2022, there was a 37.6% increase in the number of businesses in NSW taking effective action on mental health¹



Figure 2. Recent milestones in workplace psychological health and safety in NSW.

Some major achievements were:

- the Code of Practice on Managing Psychosocial Hazards
- NSW was the first state to accept the Safe Work Australia Model WHS Regulations with new provisions for managing psychosocial risks at work
- businesses gained access to an online hub of practical tools and resources to manage workplace mental health
- we trained 25,841 individuals in workplace mental health and coached 568 businesses
- we developed a free digital Workplace Wellbeing Assessment. Businesses use this tool to check how mentally healthy their workplace is and get tailored actions to improve
- and by 2022, some 92,933 NSW businesses were taking effective action to create a mentally healthy workplace, exceeding the strategy’s 90,000 target.

2.2.1 Psychological injuries are increasing

Despite this progress, psychological injuries continue to rise in number and severity. NSW data shows that psychological claims rose 30% between financial years 2018–19 and 2022–23, compared with 11% for physical claims². The average cost and time off work in these cases is more than triple that of physical claims. While the rate of this rise appears to have slowed compared to the 59% increase in psychological claims from 2014–15 to 2019–20, the data shows mental health remains an urgent and pressing work health and safety issue³.

2.2.2 Psychological injuries can have wider impacts

Psychological injury not only impacts workers, but also their families and the wider community.

There’s also a link between mental and physical illness and injury. Exposure to psychosocial hazards can lead to physical harms such as musculoskeletal disorders (MSDs)⁴. When this occurs there’s further impacts on the individual and workplace.

1. Safework NSW and Instinct & Reason, 2022, NSW mentally healthy workplaces - Measuring how mentally healthy NSW businesses are. (See Glossary for definition of ‘effective action’).

2. State Insurance Regulatory Authority (SIRA), Psychological Workers Compensation data 2017-18 to 2022-23.

3. SIRA Psychological Workers Compensation data 2014-15 to 2019-20.

4. SafeWork NSW, 2019, *Code of Practice Hazardous Manual Tasks*.

2.2.3 Psychologically unhealthy workplaces cost employers

In 2022, 28% of workers experienced a mental health condition. That is more than one in four workers⁵. The average yearly cost to businesses of presenteeism, where workers attend work under stress or experiencing mental health issues, is estimated at \$1,680 per employee⁶. The annual cost of absenteeism, where employees are away from work due to mental ill-health, is an estimated \$825 per employee⁶. The cost of psychologically unsafe workplaces to NSW is \$2.8B⁶. This is a conservative estimate that only accounts for workers compensation claims, absenteeism and presenteeism⁶.

There are other related costs to businesses such as increased staff turnover and reduced productivity and quality while they recruit, train and upskill new staff.

2.2.4 Psychologically healthy workplaces benefit everyone

Apart from being a legal obligation and good for your bottom line, having a psychologically healthy and safe workplace is good for your organisation's reputation and for the health of its workers⁷. This can help attract staff and customers. Having a mentally healthy workplace is the second most important consideration for job seekers deciding to take a new role⁸, and 91% of Australian employees believe mental health in the workplace is important⁹.

Reducing the rate and severity of psychological injuries can also contribute to significant economic growth⁶.

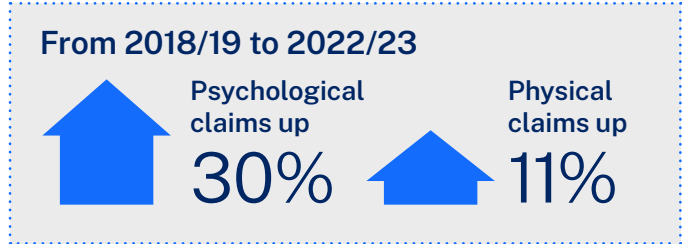


Figure 3. Percentage rise in the number of Workers Compensation Claims over time.

In response to this complex and costly issue, SafeWork NSW developed this strategy. The strategy outlines how we will continue work to reduce the burden of work-related psychological injury on NSW workers by supporting businesses to create and sustain psychologically healthy and safe workplaces as well as enforcing compliance with WHS obligations.

What does psychologically healthy and safe work look like?

Workplaces achieve psychologically healthy and safe work when they design work using a risk-based approach. This means businesses:

- identify the things that could cause harm and consider the potential risks
- consult with their workers on things that could cause harm and ways to manage risks
- implement control measures to eliminate and minimise risks
- monitor worker safety to ensure control measures are working
- review the design of work regularly.



5. SuperFriend, 2022, Indicators of a Thriving Workplace: 2022 Key Insights
6. UTS CHERE and University of Sydney, 2017, *Mentally healthy workplaces: a return-on-investment study*.
7. PricewaterhouseCoopers (PwC) United Kingdom, 2008, *Building the case for wellness*.
8. Instinct and Reason and beyondblue, 2014, *Heads up initiative: employer of choice study*.
9. beyondblue, 2014, *State of workplace mental health in Australia*.

3 Psychological Health and Safety Strategy 2024–2026

The SafeWork NSW Psychological Health and Safety Strategy (the Strategy) outlines how we will reduce harm to NSW workers by supporting businesses to manage psychosocial hazards and comply with their legislative obligations. Our regulatory actions will include raising awareness, building capability and strengthening compliance.

Preventing psychological harm needs to be a core focus for every business in NSW

As the NSW regulator for work health and safety, SafeWork NSW’s role is to provide advice, monitor and enforce compliance with WHS laws and regulations. This includes making sure workplaces comply with their obligations to effectively manage psychosocial risks.

This strategy outlines how we’ll support NSW businesses to prevent harm using good work design. This document sets out the strategic goals and initiatives that we’ll deliver, with tangible and achievable targets and outcomes to focus our efforts. It also describes the approach we’ll take to optimise our impact.

SafeWork NSW will focus on compliance in high-risk and large businesses and agencies

In particular, we will be increasing our focus on compliance. The previous Mentally Healthy Workplaces Strategy 2018–2022 saw NSW Government spend four years raising awareness and building capability in workplaces to manage mental health at work. The information and tools workplaces need to provide a psychologically healthy and safe workplace have now been available for some time.

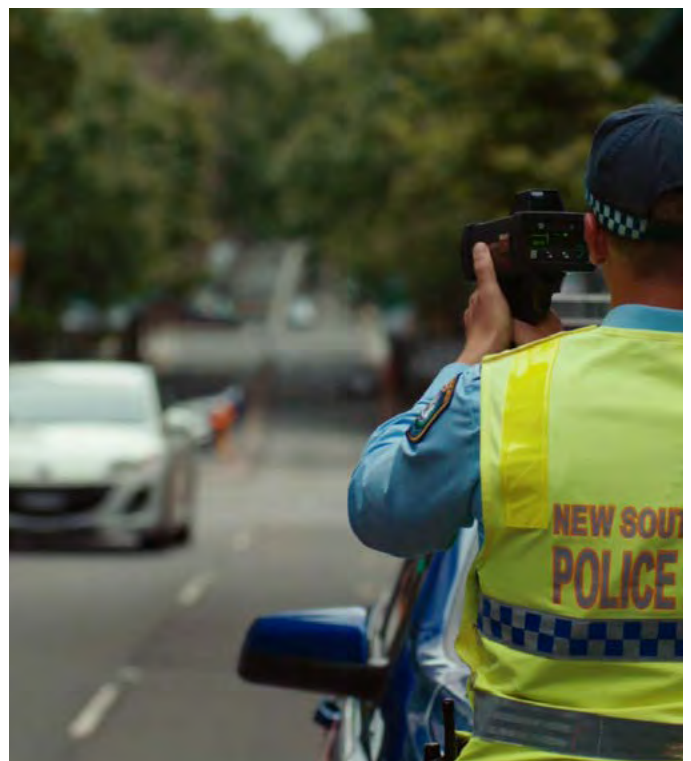
Given this, we will increase regulatory action against high-risk and large businesses and government agencies. This includes inspectors completing Psychosocial WHS Checks when visiting any businesses or agency with two hundred or more workers. If these organisations have not taken appropriate action in consultation with workers to comply with WHS legislation, we will take regulatory action as appropriate. SafeWork NSW may prosecute workplaces that repeatedly do not comply or where they have seriously breached WHS laws.

Relationship to other work on psychological health and safety

The development of this strategy builds on the strong foundations laid by the NSW Mentally Healthy Workplaces Strategy 2018–2022. The former strategy delivered resources, toolkits and training to build the capability of NSW businesses to take effective action to create mentally healthy workplaces. The focus of the new strategy also aligns to the SafeWork NSW regulatory priority to reduce the prevalence of psychological injury in workplaces.

This strategy aligns with the SafeWork NSW Respect at Work Strategy on Preventing Sexual Harassment, a prevalent psychosocial risk across NSW workplaces. We will continue to work closely with SafeWork NSW Respect at Work Taskforce to achieve psychologically healthy and safe workplaces.

This strategy also reinforces our commitment to the Australian Work Health and Safety Strategy 2023–2033. Specifically, it supports our commitment to reduce serious injury and illness, and to build the capability of businesses and regulators to comply with their duty to manage psychosocial hazards at work.



© Copyright State of New South Wales (Transport for NSW)

3.1 Plan on a page

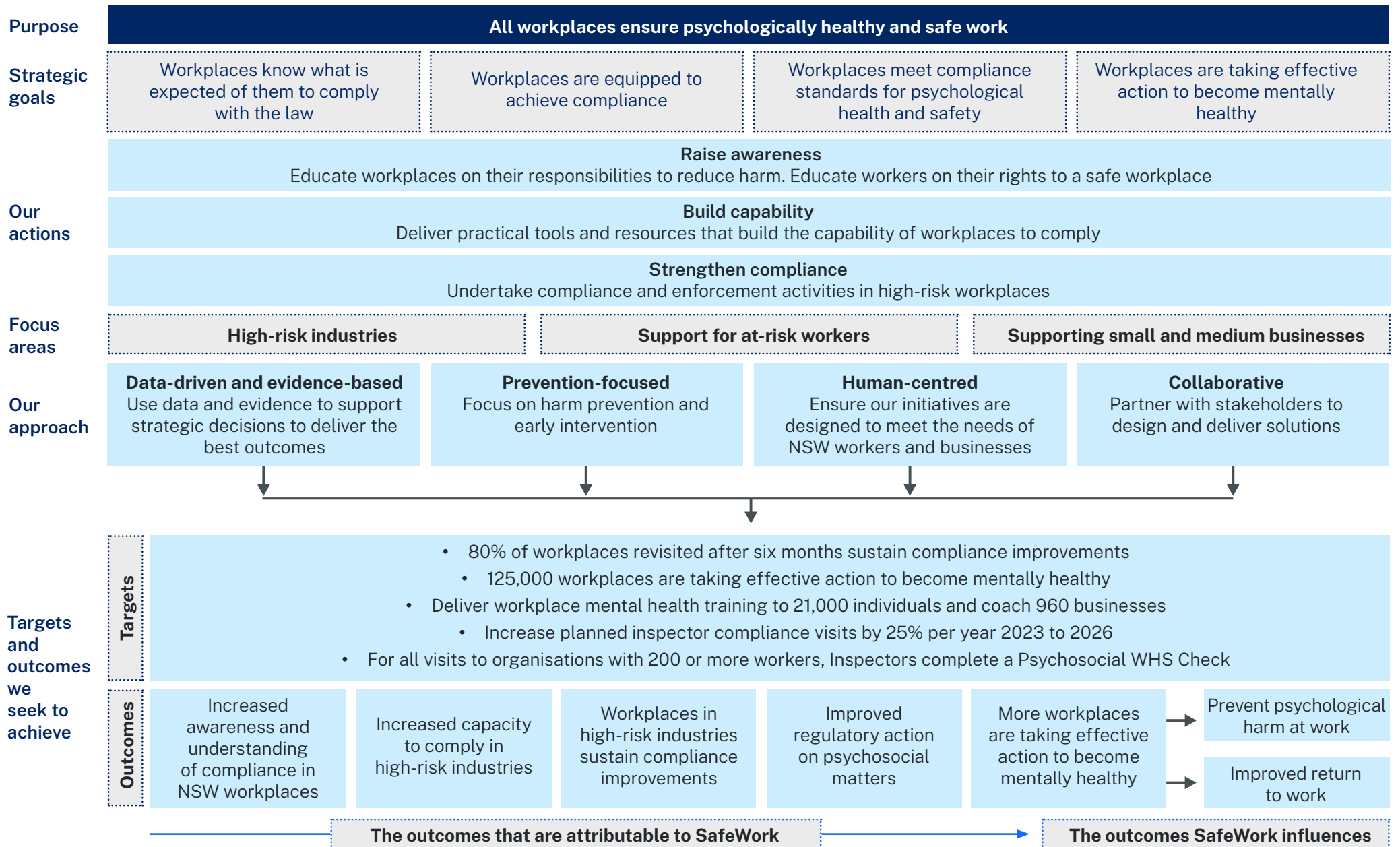


Figure 4. Summary of SafeWork NSW's Psychological Health and Safety Strategy 2024–2026.

3.2 Vision

All workplaces ensure psychologically healthy and safe work.

3.3 Strategic goals

SafeWork NSW will take a collaborative and human-centred approach to ensuring workplaces know what's expected of them, and that they're taking effective action to comply with WHS laws to manage psychosocial risks. In line with these aspirations, we have defined four key goals to achieve over the life of the strategy:

1. workplaces know what is expected of them to comply with the law
2. workplaces are equipped to achieve compliance
3. workplaces meet compliance standards for psychological health and safety
4. workplaces are taking effective action to become mentally healthy.

3.4 Our actions

To achieve the strategy's goals, SafeWork NSW will launch new initiatives whilst continuing established and successful approaches. These actions are below, along with the key initiatives that we will do to ensure workplaces are taking action to prevent psychological harm.

Continue existing projects



Raise awareness

Run **media campaigns** to raise awareness of creating mentally healthy workplaces through the provision of targeted programs, tools and resources.

Continue the **Ambassador program** which drives widespread action across industries. Ambassadors lead by example and use their networks and influence to motivate businesses to take action to prevent harm.



Build capability

Deliver **free workplace mental health training to 21,000 individuals** and **coach 960 businesses**. These programs improve the confidence and capability of businesses, leaders and workers to identify and effectively manage psychosocial risks at work, and design work that prevents psychological harm.

Continue to **provide businesses and workers with tools, resources and support** that enable workplaces to take action to create mentally healthy workplaces.



Strengthen compliance

Provide **advice and support** to NSW small businesses to help them comply with WHS legislation.

Provide updated tools and guidance to inspectors and NSW businesses so workplaces can meet their duties in accordance with changes to WHS legislation for managing psychosocial risks.

Launch new initiatives



Raise awareness

Develop and promote **case studies** showing how to use **good work design** principles to prevent psychological harm.

Run a **targeted media campaign on how to support workers returning to work from a psychological injury** (supports Part 5 in the Code of Practice: Managing psychosocial hazards at work).



Build capability

Collaborate with research partners to build evidence and data to help better understand and manage psychological health and safety at work, particularly in high-risk workplaces and for at-risk workers.

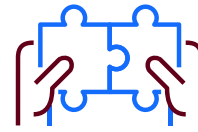
Provide **practical tools, resources** and **webinars** to help businesses build capability to use **good work design**. This will help businesses to **consult workers, assess compliance, assess psychosocial hazards** and use effective actions to minimise risks of psychological harm to all workers, including workers with lived experience of mental ill-health and tools to **investigate psychosocial hazards** effectively.

Provide new and improved **inspector tools**, a **Community of Practice** to further build confidence and capability across SafeWork NSW's inspectorate to investigate, advise businesses on, and enforce psychosocial regulations.

Translate campaigns and resources to reach and support culturally and linguistically diverse workers – a high risk worker category for psychological injury.

Work with industry leaders to drive changes on how to procure and manage projects, to better support **healthy supply chains**.

Work with employer groups, unions and Health and Safety Representatives in individual industries to create industry forums whose role is to identify psychosocial hazards in the relevant industry, to educate PCBUs and workers about those hazards, and to develop and implement strategies to minimise them.



Strengthen compliance

Targeted **compliance visit programs** to high-risk workplaces. Visits will start at workplaces in high-risk industries identified in a **2023 Law and Justice Review of the Workers Compensation Scheme: Public Administration and Safety, Education and Training, and Healthcare and Social Assistance**. Using advice and enforcement where needed, the visits will support workplaces to strengthen their compliance with WHS legislation to prevent psychological harm. SafeWork NSW may prosecute businesses that repeatedly don't comply or who have seriously breached WHS law, including prosecutions relating to unsafe workplaces.

Make system-wide changes at SafeWork NSW to support the inspectorate to focus more on psychosocial matters. Starting with **inspectors completing Psychosocial WHS Checks** for visits to any workplaces with two hundred or more workers.

3.5 Focus areas

Every worker requires support to work to their capacity and stay safe. However, some industries and workers may be at greater risk of injury or illness at work and need extra support to stay psychologically healthy and safe.

SafeWork NSW will focus on workplaces, industries and workers at greater risk of psychological harm, based on data and evidence. Initially this will include workers compensation data and workplaces named in the 2023 Law and Justice report¹⁰. We will also support small and medium-sized businesses with new resources.

High-risk workplaces in these industries

- Public Administration and Safety
- Education and Training
- Healthcare and Social Assistance.

Supporting small and medium businesses

Small businesses:

- Businesses with less than 20 full-time employees (including local businesses, sole traders and start-ups).

Medium businesses:

- Businesses with 20-199 full-time employees.

Table 1. Workplaces and businesses that SafeWork NSW’s psychological health and safety strategy will focus on initially.

10. Standing Committee on Law and Justice, 2023, *Review of the Workers Compensation Scheme*.

We’ll also explore how best to assist at risk workers:

At risk workers

- Young workers
- Culturally and linguistically diverse (CALD) workers
- Aboriginal and Torres Strait Islander peoples
- Workers with lived experience of mental ill-health

Table 2. Workers at higher risk of psychological harm at work.

As the strategy progresses, SafeWork NSW will monitor trends and listen to our stakeholders to find emerging priority industries to target with specific campaigns and activities.



3.6 Targets and outcomes

Targets

SafeWork NSW has set these ambitious targets to deliver by 2026.

- **80% of workplaces** revisited after six months sustain their compliance improvements¹¹
- **Increase planned inspector compliance visits by 25%** per year between 2023 to 2026
- **125,000 workplaces** are taking effective action to become **mentally healthy**¹²
- **Deliver workplace mental health training** to 21,000 individuals and coach 960 businesses
- **Complete a Psychosocial WHS Check** for all inspector visits to organisations with 200 or more workers.

The first, second and fifth targets aim to measure behaviour change as a result of our inspectorate-led activities.

The third and fourth targets build on the achievements of the previous strategy by growing the number of NSW workplaces taking 'effective action' to create (and sustain) a mentally healthy workplace from 92,933 (in 2022) to 125,000 by 2026.

Outcomes

The outcomes SafeWork NSW will seek to achieve by 2026 are:

1. increased awareness and understanding in NSW workplaces of how to comply with their duty to manage psychosocial risks
2. increased capability in high-risk industries to comply with their duty to manage psychosocial risks
3. workplaces in high-risk industries sustain their compliance improvements
4. improved regulatory action on psychosocial matters
5. more workplaces taking effective action to become mentally healthy.

11. For planned compliance visits.

12. 'Effective action' is level four on the *Mentally Healthy Workplaces in NSW Benchmarking Tool*. A business at this level of capability has 'ongoing leadership commitment (work design, culture, funding) with a prevention focus. They have universal mental health systems, policies and processes supporting evidence informed interventions at the organisational level, targeted at identified risks.'



Figure 5. Among SafeWork NSW's targets is to increase the number of workplaces taking effective action on mental health by 2026.

3.7 Our approach

Prevention-focused

Prevention and early intervention benefits everyone and is everyone’s responsibility. We’ll focus on ensuring workplaces adopt a proactive and preventive approach to psychological health and safety, rather than responding to incidents after they’ve occurred. This includes managing existing risks already present in the workplace, not just identifying new ones as they emerge. Emphasising prevention not only keeps workers safe, but also saves on costs and helps build stronger businesses.

Human-centred

Keeping workers safe is the core focus of this strategy. Our approach will emphasise understanding and responding to the needs of workers – considering their perspectives, experiences and concerns. By placing people at the centre of the strategy, we aim to design and deliver solutions that meet the needs and diversity of NSW workplaces.

Data driven and evidence-based

We’ll focus on using the latest data to make strategic decisions about our priorities and how best to allocate resources. We’ll also use evidence of what works to continuously improve the design and uptake of programs and initiatives.

Collaborative

We’ll actively engage with stakeholders to build a shared understanding of workplace challenges. Together we will consider what approaches will be most effective to improve outcomes. By working together, we can harness collective expertise, share best practices, and promote a culture of psychological health and safety across diverse industries.

We applied recommendation from the final evaluation of the NSW Mentally Healthy Workplaces Strategy to this strategy.

Recommendations applied to this strategy:

- maintain the focus on evidence-based program development and practice
- apply a business owner / executive lens to engagement activities to increase adoption
- maintain a human-centred design approach that incorporates the input of those with lived experience of mental ill-health at work
- improve data collection and tracking to better understand the customer journey.

3.8 Working in partnership to implement the strategy

Preventing psychological harm requires governments, workplaces, industry, workers and the community to work together to achieve change. SafeWork NSW will govern and lead this strategy. We will leverage strategic partnerships with Government agencies including the Public Service Commission, Mental Health Commission of NSW, icare, State Insurance Regulatory Authority (SIRA), professional membership associations, unions, employer associations and Ambassadors to inform program development and implementation and extend our reach and impact.

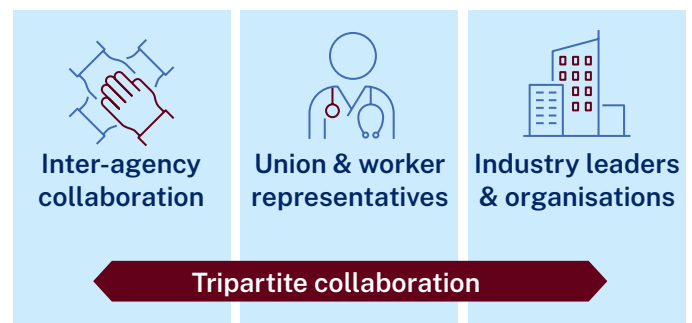


Figure 6. SafeWork NSW will collaborate with these groups to deliver this strategy.



4. Monitoring, evaluation and reporting

SafeWork NSW will develop a monitoring and evaluation plan to monitor the outcomes of the strategy. This will help us build the evidence base to develop informed policies, programs and initiatives that respond to the needs of NSW workplaces and workers.

We will monitor and report continuously against each project in this strategy, including using data and evidence gathered from compliance activities.



Figure 7. Strategy evaluation timeline



5 Glossary

Term	Description
Compliance	Meeting or exceeding all applicable requirements of the law, standard or other published set of requirements.
Effective action	Refers to workplace capability level four (of five) on the NSW Mentally Healthy Workplaces Benchmarking Tool . Businesses with this level of capability have: <ul style="list-style-type: none"> • Ongoing leadership commitment (work design, culture, funding) with a prevention focus • Universal mental health systems, policies and processes that support evidence-informed interventions at the organisational level, targeted at identified risks.
Mentally healthy workplace	A workplace that takes effective action and continually promotes good mental health, manages psychosocial hazards and risks through safe work practices and a positive work culture, and supports early help-seeking and recovery. They are productive and great places to work.
Person Conducting a Business or Undertaking (PCBU)	Refers to persons conducting a business or undertaking (PCBUs) as defined under section 5 of the Work Health and Safety Act 2011 (NSW) . The term refers to various forms of modern working arrangements and can include private companies, government departments and partnerships. Individuals who are in a partnership that is conducting a business will individually and collectively be a PCBU.
Psychological harm	Includes psychological injuries and illnesses caused by a single exposure or event, or multiple or long-term exposure. This can include burnout and psychological injury such as anxiety and depression.
Psychological health and safety	Psychological health and safety is about preventing psychological harm at work and promoting good mental health. It includes a systematic approach to managing risks to the health and safety of workers and others.
Psychosocial hazards¹³	A psychosocial hazard is a hazard that— <ul style="list-style-type: none"> (a) arises from, or relates to— <ul style="list-style-type: none"> (i) the design or management of work, or (ii) a work environment, or (iii) plant at a workplace, or (iv) workplace interactions or behaviours, and (b) may cause psychological harm, whether or not it may also cause physical harm.
Psychosocial risks¹⁴	A risk to the health or safety of a worker or other person arising from a psychosocial hazard.
Work design	Work design is a process to understand the work context, work content and work-related risks ¹⁵ . Work can then be designed so that psychosocial and physical hazards at work are minimised.
Worker	A person is a worker if the person carries out work in any capacity for a person conducting a business or undertaking (see section 7 of the Work Health and Safety Act 2011 (NSW) for full list of types of workers).
Workplace	A workplace is defined under section 8 of the Work Health and Safety Act 2011 (NSW) as any place where work is carried out for a business or undertaking and any place where a worker goes, or is likely to be, while at work. A workplace can include a vehicle, vessel, aircraft, mobile structure or any installation on water that a worker might be at while at work.

13. *Work Health and Safety Regulation 2017 (NSW)*, cl 55A.

14. *Work Health and Safety Regulation 2017 (NSW)*, cl 55B

15. For further information, please see Safe Work Australia's Principles of Good work design and the NSW Code of Practice – Managing psychosocial hazards at work.

SafeWork NSW

92-100 Donnison St
Gosford NSW 2250

Locked Bag 2906
Lisarow NSW 2252

T: 13 10 50

W: safework.nsw.gov.au