

ecoDynamics Psychosocial Risk Management Plan (VIC, NSW, S.A)

Document Control

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1. Purpose

The purpose of this plan is to provide a structured approach for identifying, managing, and reducing psychosocial risks across the ecoDynamics group of businesses. This plan supports compliance with VIC, NSW and SA WHS legislation to enhance employee wellbeing, and strengthening productivity and worker engagement.

2. Scope

This plan applies to all ecoDynamics employees, including Directors, CEOs, Managers, contractors, and subcontractors across all business units and sites.

3. Objectives

- Identify and assess psychosocial hazards within the ecoDynamics operations.
- Implement effective controls to reduce risks to the lowest reasonably practicable level.
- Build a workplace culture that values psychological health and wellbeing.
- Provide clear reporting, monitoring, and review mechanisms.

4. Psychosocial Hazards

Examples of psychosocial hazards relevant to ecoDynamics include:

- Job demands: excessive workloads, unrealistic deadlines.
- Low job control: lack of input into how work is done.
- Poor support: inadequate supervision, training, or resources.
- Remote or isolated work: drivers, field staff, or site crews.
- Exposure to traumatic events: incidents, accidents, or near misses.
- Bullying, harassment, or conflict: negative interpersonal behaviours.
- Fatigue: long hours, shift work, or insufficient rest.
- Job insecurity/change: restructuring, role ambiguity.

5. Risk Management Approach

ecoDynamics utilises a four-step risk management approach:

Step 1: Identify – through staff surveys, incident reports, and consultation.

Step 2: Assess – evaluate severity and likelihood of risks.

Step 3: Control – apply the hierarchy of controls to eliminate or minimise risks.

Step 4: Monitor & Review – half yearly HSEQ/HR reviews the plan and the aligning policy.

6. Roles & Responsibilities

- **Directors/Executives:** Ensure adequate resources, leadership commitment, and compliance.

- **Managers/Supervisors:** Monitor workloads, address behaviours, support communication, escalate risks.

- **Employees:** Follow safe work practices, report psychosocial hazards, participate in wellbeing initiatives.

- **HSEQ/HR Team:** Provide training, guidance, and refer to confidential support services (EAP, mental health first aid).

- **HSRs:** Strengthens the Psychosocial Risk Management Plan by ensuring worker participation, monitoring the effectiveness of controls, raising issues early, and supporting continuous improvement. They act as a bridge between workers and management to ensure the psychological environment is safe, healthy and compliant.

7. Support Programs

- Employee Assistance Program (Converge EAP service).

- Mental Health First Aid Officers. (Qualified personnel)

- Occupational Return to Work assistance (Occorp & NB&A)

- Wellbeing campaigns and awareness activities. (Calendar events)

- Flexible work practices where possible. (WFH)

8. Communication & Training

ecoDynamics shall provide:

- Toolbox communication talks on psychosocial hazards.

- Training managers on mental health.

- Support training of mental health first aiders in each business unit
- Clear reporting pathways for employees to raise issues.
- Companywide participation in surveys to gather data

9. Monitoring & Reporting

- All business units shall be assessed utilising a **formalised process**.
- Six monthly reports shall be provided through Management and HSC meetings. Metrics tracked shall include unusual patterns of employee absenteeism, staff turnover per business unit, reported incidents, and EAP utilisation.
- The psychosocial risk assessment shall be conducted by individuals who are familiar with both psychosocial hazards and ecoDynamics workplace's operations. The best practice approach is usually a combined effort involving either a combination of or all of the following Business Unit Manager, WHS, HR, HSR's.
- The Plan shall be reviewed annually by the HSEQ Manager to ensure its effectiveness and towards continual improvement strategies.

10. Continuous Improvement

ecoDynamics commits to being transparent in ongoing consultation with employees, adapting strategies as the business evolves with consideration to psychosocial risk and its management within its normal business practices.

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