



Psychosocial Consulting Services

Psychgroup delivers targeted psychosocial risk and OHS/WHS consulting to help organisations prevent psychological injury, align with compliance and build mentally healthy workplaces. We combine psychological expertise, regulatory insight, and practical implementation to reduce liability, improve wellbeing, and strengthen organisational performance.

Desk top Audit & Infrastructure Assessment

- Review of policies, procedures, incident and safety data, and governance arrangements.
- Gap analysis against regulatory aligned standards and best practice.
- Assessment of systems for identifying, reporting and responding to psychosocial hazards.
- Practical recommendations and a clear roadmap to align systems with legislative duties and a safe system of work.

Psychosocial Risk Assessment

- Workplace profiling using a validated survey and/or targeted interviews.
- Identification of psychosocial hazards, hotspots, and severity.
- Team, work area and site level heat maps with protective factor overlays.
- Prioritised Prevention Plans with actionable controls to reduce risk and disruption.

Strategy, Design & Implementation

- Psychosocial Risk strategy development and prevention planning.
- Job design and re design to reduce exposure to psychosocial hazards.
- Design and implementation of risk controls and monitoring frameworks.
- Support for managing sexual harassment, positive duty obligations, vicarious and cumulative trauma, and occupational violence and aggression.

Our Approach

- **Evidence based:** Led by registered psychologists with specialist expertise in psychosocial risk, psychological injury and workplace wellbeing.
- **Regulatory aware:** Practical understanding of WHS/OHS obligations and regulator expectations, without being solely compliance driven.
- **Practical & Actionable:** We translate findings into tangible, prioritised actions that leaders and teams can implement.
- **Flexible delivery:** Assessments and advisory work delivered remotely or on site to suit your context.

Outcomes You Can Expect

- Clear understanding of psychosocial risk exposure across your organisation.
- Prioritised, cost effective prevention actions that reduce absenteeism and turnover.
- Strengthened systems for early identification, control and monitoring of hazards.
- Improved employee wellbeing, resilience and organisational productivity.

Why Psychgroup?

Psychgroup combines specialist psychological expertise with practical consulting capability to help organisations prevent psychological harm and build mentally healthy workplaces. We deliver training, advisory, and program development services to government agencies, state regulators, and private sector clients across Australia.

Consulting Expertise

Our team is led exclusively by **registered psychologists** with deep experience in psychosocial risk, psychological injury, organisational behaviour, and WHS/OHS compliance. We translate evidence based theory into pragmatic solutions—policy, process, tools, and training—that leaders and teams can implement immediately.

Regulatory and Operational Insight

With direct experience inside a state regulator and an ongoing consulting partnership with WorkSafe Victoria, Psychgroup understands regulatory expectations, compliance pathways, and enforcement priorities. That insight ensures our advice is both compliant and operationally realistic.

Trusted Partner for Impact

Organisations choose Psychgroup because we combine technical rigour with real world delivery. Our work reduces liability, improves employee wellbeing, and strengthens organisational performance through tailored, human centred solutions.



Get in Touch Ready to start?

Contact Psychgroup to discuss a tailored assessment or prevention program. We'll help you choose the right mix of audit, assessment and implementation support to meet your legal duties and protect your people.

Call **1300 611 993** or email us at admin@psychgroup.com.au

For more information about Psychgroup's range of services, visit our website at psychgroup.com.au

