

Employers must be aware of new regulations covering psychosocial hazards in the workplace

The Victorian Parliament has [published](#) the *Occupational Health and Safety (Psychological Health) Regulations 2025* ('Psychosocial Regulations'). They come into effect from 1 December 2025. The Psychosocial Regulations are made under the *Occupational Health and Safety Act 2004* (Vic) ('OHS Act'), and are intended to better protect employees' psychological health, safety and welfare at work.

What are employers' obligations?

The Psychosocial Regulations place an obligation on employers to, so far as is reasonably practicable, identify 'psychosocial hazards' and eliminate any associated risk of that psychosocial hazard.

What are psychosocial hazards?

Psychosocial hazards are factors in the design, systems, management or social interactions of work that may cause employees to experience one or more negative psychological responses that risk employees' health or safety.

Examples of psychosocial hazards in the workplace:

- Aggression or violence
- Bullying
- Exposure to traumatic events or content
- Sexual harassment
- Poor support
- Low recognition and reward

How can employers manage the risks of psychosocial hazards?

If it is not reasonably practicable to eliminate any risk associated with a psychosocial hazard, employers must reduce the risk as far as is reasonably practicable by:

- a) altering work systems, plant, management, design or the workplace environment
- b) using information and training, or
- c) a combination of the two.

The Psychosocial Regulation only allows employers to rely on using information and training to minimise risk where it is not reasonably practicable to make any alterations as described. If employers use a combination of alterations and information and training, then information and training cannot be the predominant measure used. Consequently, the Psychosocial Regulations place an emphasis on employers to make alterations to the workplace as the most effective means to minimise risks of psychosocial hazards.

What are the control measures employers need to implement to minimise risks?

The Psychosocial Regulations require employers to review control measures implemented to minimise risks of psychosocial hazards. This requirement to review will arise:

- a) before any alteration is made to any thing or system that is likely to result in changes to risks of psychosocial hazards
- b) if new or additional information about a psychosocial hazard becomes available to employers
- c) if employees (or someone on their behalf) reports a psychological injury or psychosocial hazard
- d) after any reportable incident under Part 5 of the OHS Act applies (and involves a psychosocial hazard)
- e) if a control measure does not adequately control risks associated with a psychosocial hazard, or
- f) after receiving a request from a health and safety representative.

Where can I find more guidance?

The Government has released a [Compliance Code](#) to provide practical guidance to those who have duties to comply with the OHS Act and Psychosocial Regulations. Compliance with the Code is not mandatory but a duty holder who complies with the Code will be taken to have complied with their duties under the OHS Act and Psychosocial Regulations.

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