

Psychosocial Safety Investigations Program

Build your knowledge and skills in investigating psychosocial safety hazards and incidents.

This program is designed to help people and safety professionals build confidence and capability in investigating complex workplace incidents and complaints. Participants will learn to consider how psychosocial hazards and factors may have contributed to various incident types, including physical injuries, unsafe work practices, psychological injuries from poor work design, workplace bullying, sexual harassment, and violence.

Targeted at both Australian and international audiences, the program focuses on meeting the requirements of work health and safety and industrial relations laws in Australia. Over 10 weeks, the content is highly practical, requiring participants to apply their knowledge through three key activities introduced during the lectures. Additionally, participants can learn from like-minded colleagues, sharing tips and brainstorming solutions for implementing leading practices in psychological health and safety management.

The online delivery format allows learners to join from anywhere in the world. For those unable to attend live sessions, recordings are shared the day after delivery.

Target Audience

The Psychosocial Safety Investigations Program is designed for internal people and safety professionals with responsibility for:

- ✓ Misconduct Investigations
- ✓ Safety Investigations
- ✓ Workplace Health and Safety
- ✓ People and Culture
- ✓ HR and Industrial Relations
- ✓ Mental Health and Wellbeing

Previous Feedback

This program has been developed as a follow-on from FlourishDX's hugely successful Professional Practice in Psychological Health and Safety Program. This is what participants have had to say about this program:



"Great Course"

"A great course. Certainly met my expectations and more. Great to hear from others and their experiences"



"Incredibly Practical"

"The course was incredibly practical, the reasonable pace and copious amount of additional resources was really unexpected."



"Highly Valuable"

"The sharing of knowledge in CoP sessions was highly valuable, which I had not anticipated coming into this course."



"Excellent"

"This was excellent, and I have already recommended it to others. Thank you!"

Participant Experience

- ✓ 3 x 90 minute live and interactive lectures via Teams
- ✓ 3 x 60 min Community of Practice sessions
- ✓ Practical Psychosocial Safety investigation exercises

- ✓ Access to FlourishDx tools and resources
- ✓ 3 quizzes to test learning
- ✓ 3 reflection exercises
- ✓ 6-month access to content

*Live sessions are on Thursdays at 12pm AEST/AEDT.

Program Overview

1. Foundations in Psychosocial Safety Investigation

Understand the purpose of a psychosocial safety investigation, when to do one, and key considerations in process. In the opening session we will consider the legal requirements for investigations and where they fit within a broader psychosocial safety management strategy. You'll be introduced to the pros and cons of existing approaches to investigation in HR and WHS, considerations around how to design investigation processes, and how to align both functions to ensure effective investigation outcomes.

Activity: Perform a gap analysis of your current psychosocial safety investigations practices.

2. Carrying out a Psychosocial Safety Investigation

Explore practical methods and strategies for planning and scoping investigations, ensuring a person-centred and trauma-informed approach. You'll be guided through how best to gather information about psychosocial hazards and incidents and establish facts versus assumptions. Learn to investigate root causes of psychosocial factors, determining key contributing factors across individual, team and organisational levels to best inform follow-up actions.

Activity: Complete a practical root cause analysis on a current issue or incident.

3. Psychosocial Safety Investigation Findings and Follow-up

In the final session, consider how to close out investigations with well executed recommendations. You'll build knowledge in how to identify appropriate risk controls for hazards identified, applying frameworks such as the Hierarchy of Controls. Learn practical approaches you can adopt in documenting corrective actions and guiding follow-up once investigation findings are handed back to key stakeholders.

Activity: Complete a risk assessment as part of a formal or informal investigation process.

Your Instructors



Jason van Schie

Jason is a Master's degree accredited Psychologist with a primary focus on human factors. He is the founder of FlourishDx and co-hosts 'Psych Health and Safety' podcast with other experts.



Heather Ikin

Heather is a registered Organisational Psychologist. She chaired the peak body in Australia for Organisational Psychologists for several years and contributed to national best practice approaches.

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