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Compliance code: Psychological health

Employers, managers, supervisors, health and safety representatives and employees should use this Code to help them comply with their psychological health duties under OHS legislation. This includes the Occupational Health and Safety Act 2004 and Occupational Health and Safety (Psychological Health) Regulations 2025.

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Psychological health compliance code

A duty holder who complies with the *Psychological health compliance code* will – to the extent it deals with their duties or obligations under the OHS Act or Psychological Health Regulations – be taken to have complied with those duties or obligations.

The Code is available:

- as a printable PDF - [Compliance code: Psychological health \(PDF\)](#)
- in digital form. When reading the Code online, be aware that it comprises all the below pages. Use the navigation tool on each page to move through the various parts in turn and understand where you are in the Code.

Compliance code**How to use this compliance code**

This page explains code structure and features, important terminology and how deemed compliance works.

Compliance code**Part 1 – Introduction**

Part 1 of the Psychological health compliance code defines 'psychosocial hazard'. It also explains general OHS duties, the risk management process and consultation.

Compliance code**Part 2 – Understanding psychosocial hazards**

Part 2 of the Psychological health compliance code explains how psychosocial hazards affect employee health and safety, and why a workplace safety culture matters.

Compliance code**Part 3 – Step 1: Identify hazards**

Part 3 of the Psychological health compliance code has 4 steps. Step 1 of the risk management process explains how to identify psychosocial hazards and lists examples.

Compliance code**Part 3 – Step 2: Assess risks**

Part 3 of the Psychological health compliance code has 4 steps. Step 2 of the risk management process explains when and how to do a risk assessment.

Compliance code**Part 3 – Step 3: Control risks**

Part 3 of the Psychological health compliance code has 4 steps. Step 3 of the risk management process explains ways to eliminate or reduce risks, so far as is reasonably practicable.

Compliance code**Part 3 – Step 4: Review risk controls**

Part 3 of the Psychological health compliance code has 4 steps. Step 4 of the risk management process explains when and how to review and revise risk controls.

Compliance code**Part 4 – Managing reports of psychosocial hazards and incidents**

Part 4 of the Psychological health compliance code explains how and why employees should report hazards and incidents, and how employers should respond.

Compliance code**Appendix A – The compliance framework**

Appendix A of the Psychological health compliance code is a guide to the different types of OHS laws in Victoria.

Compliance code**Appendix B – Identifying psychosocial hazards**

Appendix B of the Psychological health compliance code is a practical tool to help you identify sources of psychosocial hazards in your workplace.

Compliance code**Appendix C – Examples of psychosocial hazards and risk controls**

Appendix C of the Psychological health compliance code lists 16 examples of psychosocial hazards. It includes what each might look like in your workplace and some sample risk controls.

PDF version

Compliance code**Compliance code:
Psychological health (PDF)**

This compliance code provides practical guidance on employer obligations to manage workplace psychosocial hazards and associated risks.

Reviewed on 03/10/2025

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WorkSafe Victoria acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and acknowledges and pays respect to their Elders, past and present.

WorkSafe Victoria is committed to safe and inclusive work places, policies and services for people of LGBTIQ communities and their families.

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