

Psychosocial Safety & Employee Well-Being Framework

A structured, compliant, and people-first model for building safe and mentally healthy workplaces.

Why have a framework in place?

- Psychosocial safety is now a core compliance requirement for Victorian businesses.
- WorkSafe Victoria expectations are strengthened, with Occupational Health and Safety (Psychological Health) regulations coming into effect.
- SMEs need simple, legally aligned tools without the overwhelm.

What we provide

Now Actually provides a complete, practical framework to help you:

- identify and assess psychosocial risks in your business
- implement controls
- support employee well-being
- meet employer obligations
- strengthen team culture and performance

What's included

The framework includes two connected toolsets:

Employee Tools

Designed to support awareness, self-assessment, reporting, and early intervention

- Psychosocial Safety and Well-Being Policy
- Well-Being Checklist (Six-Monthly)
- Ad-Hoc Self-Assessment Tool
- Anonymous Well-Being Survey (Six-Monthly)
- Psychosocial Safety & Well-Being Fact Sheet

Employer / PCBU Tools

Designed to support leadership to meet WorkSafe Victoria and psychological health obligations

- Psychosocial Risk Register
- PCBU Psychosocial Hazards Checklist
- Prevention Plan
- Client User Guide
- Operational Review & Action Plan

What you get: compliance confidence, earlier risk detection, a stronger employee experience, all with a simple system your business can run year after year.

We handle the end-to-end rollout: we tailor documents, brief your people, interpret insights, and keep you in the loop every step of the way.

Start your Psychosocial Safety Framework

Want to have a Psychosocial Safety Framework for your business? Let's build your prevention plan together. Book a Discovery call with us.

Book A Discovery Call