

Western Sydney University Case Study

Key Issue

Western Sydney University sought to gain precise insights into its management of psychosocial hazards within the campus environment. The initiative focused on evaluating current systems and identifying opportunities to enhance practices for managing these risks effectively.

Key metrics

Western Sydney University underscored its dedication to the project by allocating a budget and resources, reaffirming its investment in the proactive management and mitigation of psychosocial risks within the organisation.



\$60K
Project Budget



2 MONTHS
Project Timeline

CHALLENGES

Western Sydney University has over 3,500 staff spread across 10 campuses both Nationally and Internationally. Gathering accurate, comprehensive data on psychosocial risks in such a large and diverse organisation presented unique challenges.

SOLUTIONS

We identified the need to develop a Psychosocial Risk Management framework that incorporated the following key outcomes:



**Organisational
Psychosocial Risk
Heat Map**



**Psychosocial Risk
Management
Capability Matrix**



**Capability Report &
Priority Plan**

OUTCOMES

1 Organisational Psychosocial Risk Heat Map

This approach entailed mapping organisational roles to psychosocial risks for a clear, condensed view of potential exposures. This allowed for prioritised risk management and strategic decision-making on the most effective mitigation strategies to employ.

2 Psychosocial Risk Management Capability Matrix

This process consolidated all existing policies, programs, and processes aimed at promoting, preventing, and mitigating psychosocial risks. By doing so, it highlighted opportunities for improvement and identification of priorities for future planning.

3 Capability Report & Priority Plan

This provided clarity on the effectiveness of current psychosocial risk management arrangements, identifying opportunities to refine systematic processes, and boosting resource capability.