

Your annual survey is a photograph. The risk is a moving picture.

Risk Radar reads psychosocial exposure from data your organisation already generates, corroborates it against what workers say, and benchmarks both against published Australian evidence. The result is a defensible, current read on safety and compliance, and clear direction on what to control now and what to build next.

WHO IT SERVES

WHS AND RISK

A defensible position

A living hazard register aligned to the code that applies at each site, with evidence trails, honest coverage statements and artefacts ready for your safety system.

EXECUTIVES AND BOARDS

Early signal

Exposure moves weekly. Annual reporting cannot see it. Combinations of hazards surface as they form, before they become injuries or claims.

PROVIDERS AND PARTNERS

Direction for intervention

A grounded read of each client environment, so the right intervention lands at the right tier, at the right time, with a measurable rationale.

Hazard posture, in the language of your code

HAZARD	CORROBORATING STREAMS	RISK POSTURE	CONFIDENCE
High job demands Vic Compliance Code 2025	L P A E	ELEVATED	88% confidence
Low job control Model code lineage	L P A E	ELEVATED	81% confidence
Low recognition and reward Vic Compliance Code 2025	L P A E	WITHIN TOLERANCE	28% confidence
Poor organisational change management Model code lineage	L P A E	WATCH	42% confidence
Poor organisational justice Model code lineage	L P A E	ELEVATED	74% confidence
Poor support Model code lineage	L P A E	WITHIN TOLERANCE	31% confidence

Reading this site — Three hazards are corroborated by three or more independent streams in the same window as the logged restructure. This is the combination a single indicator

CORROBORATION, NOT AVERAGING

Risk level comes from the direction of the signals. Confidence comes from how many independent sources agree, so a single noisy input cannot drive a conclusion on its own. Each site is assessed against the hazards named in the code that governs it, and those differ materially between states.

Measure the work, not the worker.

Exposure from operational data

A pulse that takes seconds

Validated instruments at the right cadence

From signal to action, at two speeds

Structural recommendations address work design over months. Adaptive recommendations give supervisors context for decisions they already make daily. Workers are consulted before any control is decided.

CURRENT PHASE

Stabilise

PACKAGING LINE B

Risk mitigation controls only. Enhancement recommendations remain locked until gate criteria are met.

- Exposure within tolerance
- Anchor at or above benchmark
- PSC at or above threshold
- No open reports

Review triggers triggered

Worker control of a psychosocial hazard	9 Aug	Vic ISO Table 2(2)	REVIEW NOT REQUIRED
Alteration to a system of work	2 Aug	Vic ISO Table 2(2), review required before the change	RETROSPECTIVE
Controls not adequately controlling risk	Ongoing	Vic ISO Table 2(1)(c)	OPEN

Recommended actions

Advisors must be consulted before these controls are decided. Employee views must be taken into account when deciding risk controls, and the consultation is logged as evidence.

Each carries its control hierarchy position, evidence and owner. Code triggered review obligations surface alongside.

Phase, gates, hazard posture and coverage, mapped to the applicable instrument.

Hazards combine. Registers don't. The gap between those two facts is where psychological injuries come from.

RETHINKING PSYCHOSOCIAL RISK · FOUR PART SERIES

THE EVIDENCE STANCE

- **Validated instruments** used at the cadence they were validated for, with Australian population benchmarks from peer reviewed research. Where a benchmark's derivation period matters, it is disclosed rather than left to be discovered.
- **Thresholds anchored to outcomes, not averages.** The primary gate measure is tied to published risk of harm and to compensation claim outcomes, not to where a unit sits in a distribution.
- **Regulatory alignment by jurisdiction,** reflecting the codes that apply at each site, which no longer say the same thing in every state.
- **Weighted the way the regulator asks.** One state's code directs that greater weight be given to information that is objective, independent and representative of all workers.
- **Honest coverage.** Some hazards cannot be read from operational data, and are reported as such. The tool supports the consultation duty; it does not pretend to discharge it.
- **Privacy by architecture.** No individual scoring, minimum aggregation thresholds, worker consultation before deployment, and decision logic that is visible and inspectable.

See it working before you commit to anything.

A working demonstration is shown under confidentiality to organisations and partners evaluating a pilot. Briefings cover the architecture, the evidence base, the governance safeguards, and what a low friction pilot looks like using data you already hold.

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