

The Challenge

St Joseph's College Echuca was seeking a practical and defensible way to understand psychosocial risks across their workforce. This included hazard identification, simple framework to score risks, control input from staff and ways to review control effectiveness.

The school required a system that could:

- **Assess levels of risk** – Distinguish discomfort from risk exposure and provide a consistent way to rate hazards
- **Be simple for staff and leaders to use** – Aligned with psychosocial hazard categories under WHS legislation
- **Capture feasible control suggestions** – Directly from staff, ensuring genuine consultation without long workshops or complex processes
- **Review control effectiveness** – By rerunning the consultation in a simple, repeatable format
- **Provide clean WHS governance outputs** – Ready to integrate into WHS meetings, risk registers and leadership presentations

The Process

1. Workforce-Led Hazard Identification

Staff completed a short check-in that captured:

- Predominant state at work (e.g. stress/burnout, motivated/positive)
- Exposure to psychosocial hazards
- Duration and impact of exposure
- Free-text suggestions for improving controls

This replaced the need for long-form surveys or multiple workshops.

2. Assessment of Risk Levels

The approach assessed risk using a simple framework:

- Negative emotion (potential hazard)
- Sustained duration (ongoing exposure)
- Impaired functioning (impact on work)
- What contributed to this (e.g. conflict, poor support)

These factors assess risk levels and which hazards contribute to it.

3. Staff-Generated Controls

Staff were asked: "What could help improve/manage this?"

This produced clear, implementable controls directly tied to staff experience and required minimal interpretation.

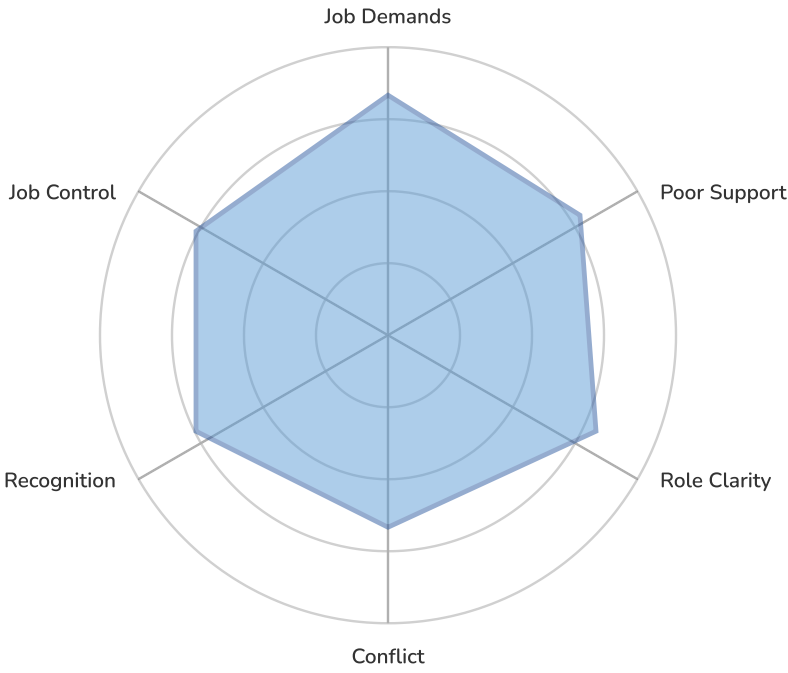
4. Review of Control Effectiveness

After initial adjustments, the school conducted a simple follow-up using the same questions.

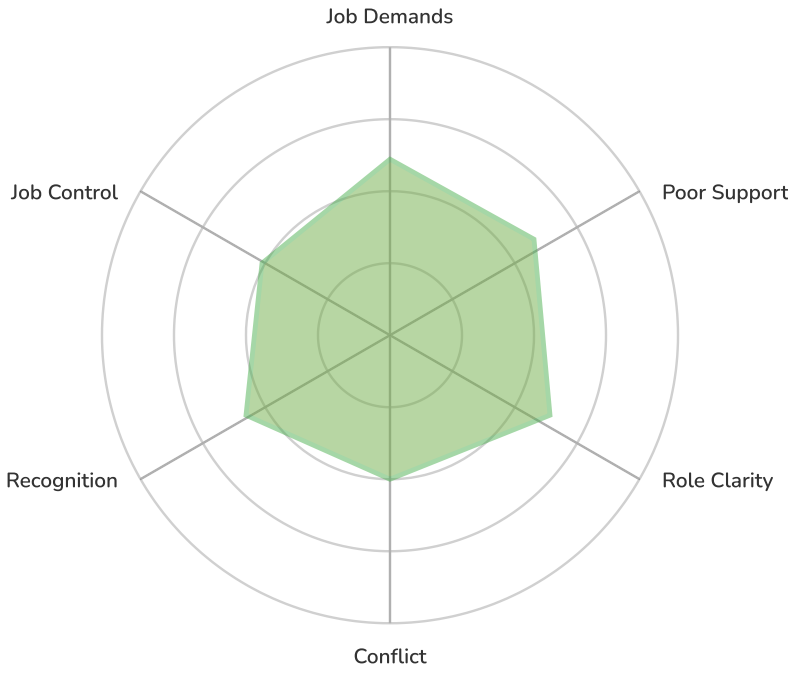
Because the process was light and repeatable, control monitoring became a practical routine instead of a major exercise.

Visualising Risk Movement Over Time

Baseline Assessment



Follow-Up Assessment



For illustrative purposes only. Shows how hazard risk levels can be tracked and visualised over time.

[View radar graph demo](#) →

The Results

70%

Staff Completion Rate

37.5%

Reduction in Student Behaviour Concerns

50%

Reduction in Unresolved Disagreements

Clear, Measurable Improvements

The school observed measurable improvements across key WHS hazard categories after implementing updated controls and policy changes:

Hazard Improvements

- **Job Demands:** Fewer reactive workloads; calmer classrooms post-policy implementation
- **Poor Support:** Strong peer support noted; leadership responsiveness variable
- **Role Clarity:** Clearer expectations under new behavioural frameworks
- **Workplace Relationships:** Stronger collaboration and shared understanding

Notable Reductions

- Challenging student behaviour flags: **37.5% reduction** (16% → 10%)
- Inconsistent policies and procedures: **33% reduction** (15% → 10%)
- Unresolved disagreements: **50% reduction** (6% → 3%)

"The ability to 'see movement' in hazards through simple before/after runs was one of the most valuable aspects of the process."

What Made It Work

- **Simple and repeatable:** Light-touch process that staff could complete quickly without survey fatigue
- **Defensible methodology:** Aligned with WHS legislation and Model Code of Practice requirements
- **Staff-led controls:** Solutions came directly from those experiencing the hazards
- **Measurable outcomes:** Clear before/after data to demonstrate control effectiveness
- **Practical governance:** Outputs ready to integrate into existing WHS processes and risk registers

About Skodel

Skodel provides organisations with a simple, defensible and repeatable method to identify psychosocial hazards, assess risk levels using WHS language, capture feasible controls directly from workers, and update risk registers.

Our approach avoids long, complex surveys and high consultation burdens. Instead, Skodel gives organisations an efficient, worker-led pathway to meeting psychosocial safety duties, making risk management practical, measurable and sustainable over time.