RESERVE BANK BOARD – MARCH 2023 – MEMORANDUM

Work Health and Safety Semi-annual Report – 2022/23

5.3 Workplace behaviour

HR was informed of five grievances that included allegations of bullying and/or harassment in the past six months, compared with four grievances during the same period in 2021.

Human Resources
1 March 2023

NOTE FOR THE EXECUTIVE COMMITTEE – FEBRUARY 2023

Work Health and Safety Semi-annual Report – 2022/23

5.3 Workplace behaviour

HR was informed of five grievances which included allegations of bullying and/or harassment in the past six months, compared with four grievances during the same period in 2021.

Human Resources
1 February 2023

NOTE FOR THE EXECUTIVE COMMITTEE – AUGUST 2023

5. WHS indicators

5.2 Workplace behaviour

HR was informed of 18 grievances that included allegations of bullying and/or harassment in the past 12 months, compared with 9 grievances during FY22.

4 August 2023

NOTE FOR THE RISK MANAGEMENT COMMITTEE – AUGUST 2023

Work Health and Safety Annual Report – 2022/23

5. WHS indicators

5.2 Workplace behaviour

HR was informed of 18 grievances that included allegations of bullying and/or harassment in the past 12 months, compared with 9 grievances during FY22.

Human Resources
4 August 2023

RESERVE BANK BOARD – SEPTEMBER 2023 – MEMORANDUM

Work Health and Safety Annual Report – 2022/23

5. WHS indicators

5.2 Workplace behaviour

HR was informed of 18 grievances that included allegations of bullying and/or harassment in the past 12 months, compared with nine grievances during 2021/22.

Human Resources
30 August 2023

[NOTE FOR THE EXECUTIVE COMMITTEE]
[RESERVE BANK BOARD – MEMORANDUM]

FEBRUARY 2024

Work Health and Safety Semi-annual Report – 2023/24

1.2 Mental health initiatives

, with three of these cases becoming formalised workers' compensation claims.

6.2 Workplace behaviour

Human Resources was informed of eight grievances that included allegations of bullying and/or harassment in the preceding six months, compared with five grievances during the same period in 2022

Human Resources
29 February 2024

RISK MANAGEMENT COMMITTEE – FEBRUARY 2024

Agenda Paper Cover Note Item #:_____ (to be completed by RM)

Document Title:	Work Health and Safety (WHS) Semi-annual Report – 2023/24
Request to the RMC:	For Information
Details of the request to RMC:	Key points include: • There has been a noted increase in early intervention cases related to mental stress, with three of these cases becoming formalised workers' compensation claims. • In the past 6 months, . 15 related to mental stress

Work Health and Safety Semi-annual Report – 2023/24

with three of these cases becoming formalised workers' compensation claims.

The other 15 related to mental stress and are being managed by the relevant Human Resources Business Partner in consultation with the Bank's Mental Health Consultant. There were a further nine mental stress related incidents in the first six months of 2023.

6.2 Workplace behaviour

HR was informed of eight grievances that included allegations of bullying and/or harassment in the preceding six months, compared with five grievances during the same period in 2022.

Human Resources
13 March 2024

Health, Safety and Wellbeing Scorecard

FY 2023/24

		Benchmark	22/23	23/24	Sep 23	Dec 23	Mar 24	Jun 24

Key insights

*** Incident Reporting -** WHS incidents over the past 12 months, of these 22 were psychosocial in nature. Top causes were workplace hazards (31%) and mental stress (28%).

Early Intervention for Psychosocial cases	Request for support by a manager		#	32	16	6	8	1	1
	Supporting an employee (Early Intervention)		#	58	57	15	29	2	11

MEMORANDUM FOR THE EXECUTIVE COMMITTEE

Safety & Wellbeing Semi Annual Report 2024/25 – February 2025

2.3 S&W incidents

In Q1 and Q2, 69 incidents were reported, up from 40 in the same period last year. Of these,
and 25 per cent related to mental stress (Attachment 4, Graph 4).

2.4 Workplace behaviour

In the six months to December 2024, the People Department received 11 grievances involving allegations of bullying or harassment, up from eight in the same period in 2023.

People Department

17 February 2025

PAPER FOR THE GOVERNANCE BOARD – MARCH 2025

Safety & Wellbeing Semi Annual Report 2024/25

Attachment 1: Safety and Wellbeing Semi-Annual Report – 2024/25

1.4 Pillar 4 – Psychosocial Safety

There were 17 psychosocial incident reports in the first half of 2024/25,
This includes one report of bullying and harassment

2. S&W indicators

2.3 S&W incidents

In the first half of 2024/25, 69 incidents were reported, up from 40 in the same period last year. Of these, and 25 per cent related to mental stress (Attachment 5, Graph 4).

2.4 Workplace behaviour

In the six months to December 2024, People Department received 11 grievances involving allegations of bullying or harassment, up from eight in the same period in 2023.

People Department

3 March 2025

PAPER FOR THE GOVERNANCE BOARD – SEPTEMBER 2025

Safety & Wellbeing Annual Report 2024/25

Key points	While several indicators suggest a worsening risk environment, particularly in relation to psychosocial hazards, these trends are consistent with expectations in the current organisational context (high change, a heavy project load, and many new staff); the psychosocial risk landscape, while outside of tolerance, is considered stable.
Recommendation	

Background

While some indicators suggest increased risk, particularly in relation to psychosocial hazards, these trends align with expectations given workforce growth, greater awareness, and significant organisational change. The rise in case management and reported incidents reflects improved visibility, and appropriate processes are in place to manage these effectively.

Safety and wellbeing indicators

- Incident reporting: 142 incidents were reported (up from 78), driven by increased headcount and reporting awareness. , 23 per cent psychosocial. and three mental health cases.
- Workplace behaviour (bullying or harassment): 22 grievances were received in FY25.

People Department
1 September 2025

RISK MANAGEMENT COMMITTEE – JUNE 2025

Agenda Paper Cover Note

Document Title:	**Top Risks Deep Dive Paper: Psychosocial hazards**

Supporting information:	Attachment B - Proposed lead and lag indicators to evaluate the effectiveness of Bank-wide mitigation strategies

Document contact:	Karlee Hughes
Date:	2nd June 2025

TOP RISKS DEEP DIVE PAPER: PSYCHOSOCIAL HAZARDS

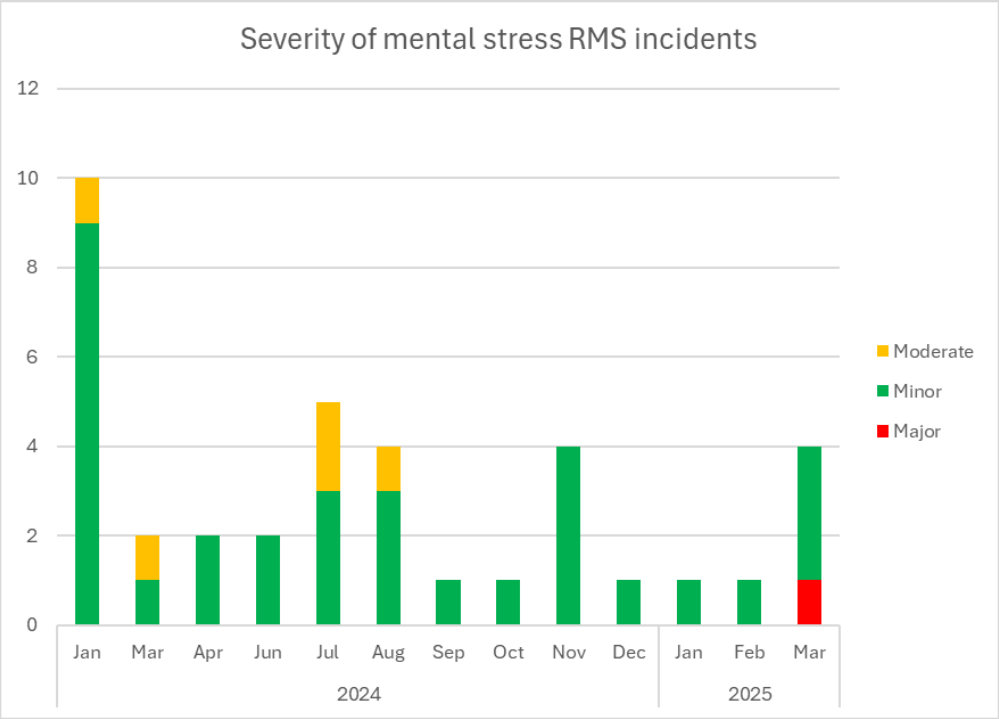
A quarterly Key Risk Indicator (KRI) for mental health incidents was introduced in March 2024. Since then, one high-rated and five moderate-rated incidents have been reported. Proposed lead and lag metrics are shown in Attachment B.

People Department
2 June 2025

Attachment B - Proposed lead and lag indicators to evaluate the effectiveness of Bank-wide mitigation strategies

Lag indicators

KRI submission for RMS – WHS Mental Health Incidents (FY25)



Workers Compensation claims – psychosocial injury (FY25)

FY25 Quarter	Claims received	Claims accepted
Q1	1	0
Q2	0	0
Q3	1*	0

**Claim remains under determination by Comcare*

NOTE FOR THE EXECUTIVE COMMITTEE – SEPTEMBER 2024

1.2 Psychosocial Risk Management

1.2.3 Psychosocial Hazards and Incidents

Hazards and reported incidents (Early Intervention cases)

In the past 12 months, three psychosocial hazards were reported and have been supported as part of the early intervention model to mitigate the hazard.

People Department
30 August 2024

MEMORANDUM FOR THE RISK MANAGEMENT COMMITTEE

Safety & Wellbeing Semi Annual Report 2024/25 – February 2025

1.4 Pillar 4 – Psychosocial Safety

There were 17 psychosocial incident reports for the period,

2. Safety and wellbeing indicators

2.3 S&W incidents

In Q1 and Q2, 69 incidents were reported, up from 40 in the same period last year. Of these,
and 25 per cent related to mental stress (Attachment 4, Graph 4).

2.4 Workplace behaviour

In the six months to December 2024, the People Department received 11 grievances involving allegations of bullying or harassment, up from eight in the same period in 2023.

People Department

17 February 2025

Pillar 4 - Psychosocial Safety

Early intervention continues to play a critical role, with 32 psychosocial incidents reported in FY25,

S&W incidents

In FY25, 142 incidents were reported, up from 95 in the previous year. Of these,
and 23 per cent related to mental stress. The most notable increases were in , and mental health incidents linked to organisational change - particularly in the second half of the year.

Workplace behaviour

There were 22 grievances received throughout the year involving allegations of bullying or harassment.

Workers' compensation

Claims Management

RESERVE BANK OF AUSTRALIA

Agenda Item #: Xx

(to be completed by RM)

Risk Management Committee Paper – December 2025

Top Risks Deep Dive Paper: Psychosocial Hazards

Purpose of paper:	**Decisions sought**
Department:	People Department (PD)
Authors:	Vanessa Fleetwood, Deputy CPO Karlee Hughes, CPO

Executive Summary:	

Questions for Committee:	

Recommendation and Supporting Rationale:	Lead and lag indicators show no increase in incidents or concerning trends, with only a small volume of cases reported all with moderate to low severity.

Action for other Committee/ Board:	N.A

Related risk(s):	
Consultation history and outcomes:	

Risk Assessment

Lead and Lag indicators

In the first half of FY26, psychosocial incidents have decreased compared to the previous six months. There have been six minor, and two moderate incidents reported since July 2025, compared with 11 minor, two moderate and three major incidents in the preceding six months (Attachment E).

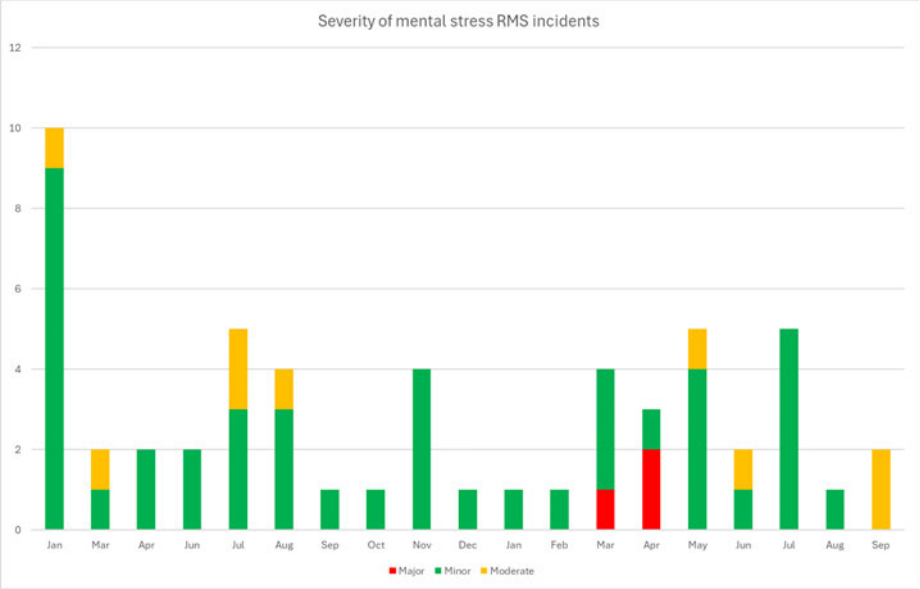
Workers' compensation claims remain stable with no accepted psychosocial claims in FY25 or FY26 YTD. Two submitted claims are yet to be determined by Comcare (Attachment E).

Recommendations and Next Steps

Attachments

Attachment E: Psychosocial Key Risk indicators

Psychosocial incidents



Workers' compensation claims – psychosocial injury

	Claims received	Claims accepted
FY25	3	0
FY26 (year to date)	2 undetermined	0