

PRS — PSYCHOSOCIAL RISK SCALE

See the Risks Before They Escalate.

A comprehensive psychosocial risk assessment that measures the workplace factors known to cause psychological harm — giving organisations the evidence to meet their duty of care and create genuinely safe working environments.



Psychosocial hazards are the leading cause of workplace psychological injury claims in Australia and globally. They are also, overwhelmingly, invisible until serious harm has already occurred. **The Psychosocial Risk Scale (PRS)** changes that. By measuring the full spectrum of psychosocial risk factors across four domains — work design, organisational factors, work environment, and workplace relationships — the PRS gives organisations early, actionable evidence about where psychological harm is most likely to emerge.

Regulatory obligations around psychosocial risk are tightening across every Australian jurisdiction. Work health and safety legislation now places a positive duty on employers to identify, assess, and control psychosocial hazards — not simply respond after harm occurs. The PRS is the evidence-gathering instrument that enables organisations to demonstrate that duty of care with quantifiable, construct-level data.

The PRS generates a **Psychosocial Risk Index (PRI)** alongside scores for each of the twelve specific risk constructs. Crucially, the PRS covers often under-reported risk factors such as remote and isolated work, violence and aggression, harassment, and bullying — areas where many organisations have blind spots that carry significant legal, financial, and human cost.

FOUR DOMAINS — TWELVE PSYCHOSOCIAL RISK INDICATORS

Work Design Organisational Factors Work Environment Workplace Relationships

Job Demands	Job Control	Support
Role Clarity	Change Management	Reward & Recognition
Organisational Justice	Traumatic Events	Remote & Isolated Work
Violence & Aggression	Harassment	Workplace Relationships

WHY THE PRS

- Aligned with Australian WHS psychosocial hazard regulations
- Covers emerging risks: harassment, bullying, remote work
- Identifies highest-risk domains for targeted intervention
- PRI composite index plus 12 construct-level scores
- Supports evidence of duty-of-care compliance
- PDF reports with actionable narrative insights

ROLE IN THE 5 STACK SOLUTION

The PRS sits alongside the WSS at Level 05. While the WSS measures the positive conditions that drive performance and retention, the PRS identifies the risk factors that undermine psychological safety and wellbeing. Together, they give a complete picture of the organisational environment: what is working well, and what could cause harm. No high-performance strategy is complete without both.