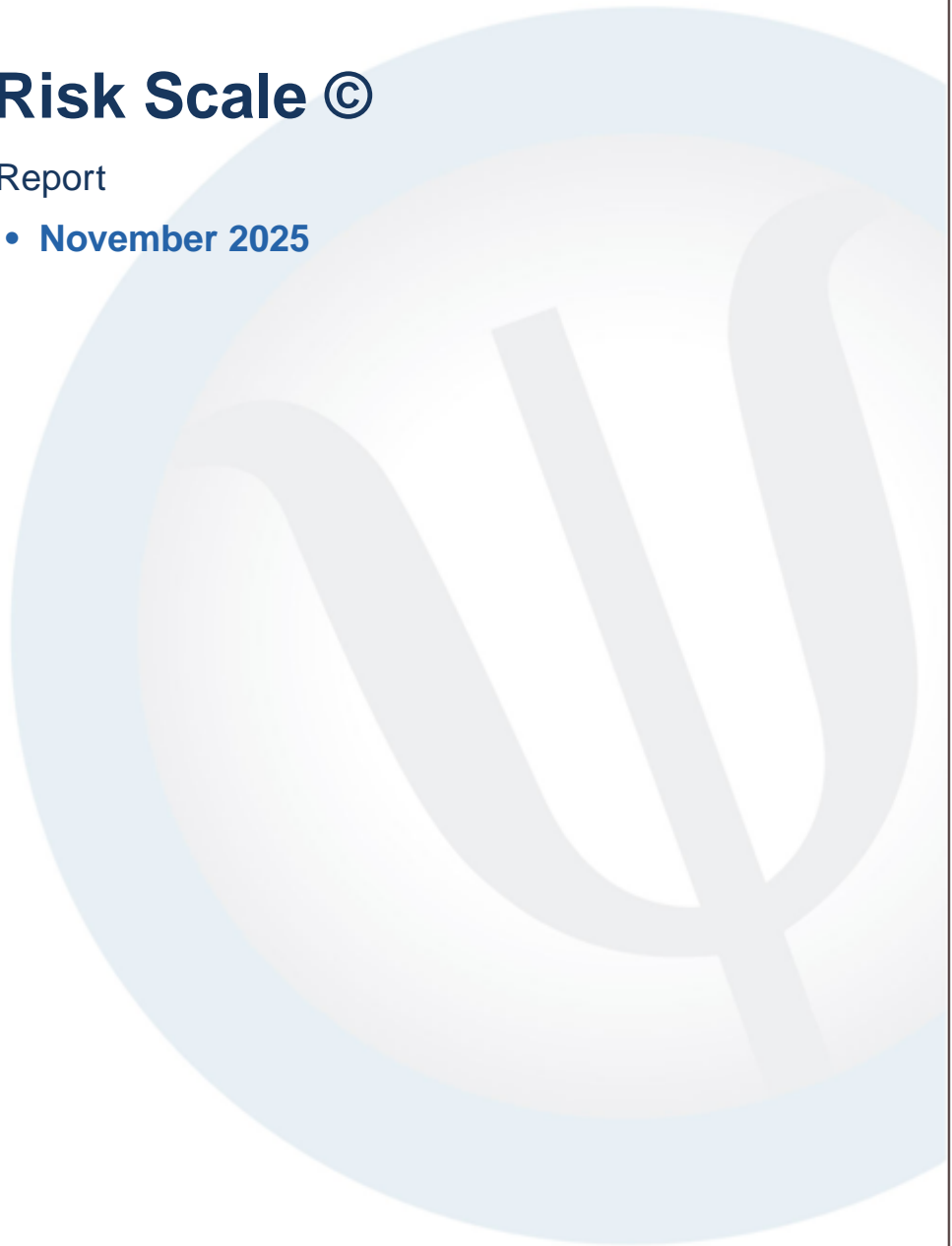


Psychosocial Risk Scale ©

PRS Executive Summary Report

Emergency Department • November 2025



PRS Executive Summary Report

Based on Australian WHS psychosocial hazard legislation

Demographics

Organisation	Date of Administration	Wave	Respondents	Response Rate
Emergency Department	15/11/2025	Baseline Assessment	15	100%

Disclaimer: The Psychosocial Risk Scale (PRS) is a workforce survey instrument and should not be used as the sole source of information when assessing psychosocial risk in your organisation. Survey-based measures capture the subjective perceptions of respondents at a point in time and may not reflect the full complexity of psychosocial hazards present in your workplace. Organisations are advised to supplement PRS results with additional assessment methods — including workplace observations, incident and absenteeism data, consultation with health and safety representatives, and independent expert review — to develop a comprehensive and legally defensible understanding of psychosocial risk. The PRS is best understood as supplementary information representing the perspective of the workforce itself, and should be interpreted alongside other evidence when making decisions about intervention, organisational change, or compliance with psychosocial hazard obligations under Australian WHS legislation.

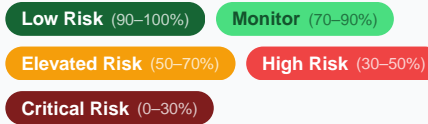
Psychosocial Risk Index (PRI)

54.5% Elevated Risk
Plan intervention

The overall Psychosocial Risk Index (PRI) is in the Elevated Risk range. While the organisation is not in crisis, there are meaningful psychosocial hazards present that, if left unaddressed, are likely to deteriorate. Some domains or constructs will require targeted intervention. Leaders should use the domain and construct results to identify priority areas, develop a structured improvement plan, and communicate transparently with employees about the steps being taken. A follow-up assessment within 12 months is recommended.

The PRI is an aggregated average score of all 13 psychosocial risks combined, and is an overall sentiment. Individual domain summaries or psychosocial risk scores may require specific individual action.

RISK BAND LEGEND



All indicators are positively worded. A higher score indicates fewer psychosocial hazards present. Scores reflect the group average across respondents over the past 3 months.

Domain Summary

Work Design		56.7%
Elevated Risk - Plan intervention		
Job Control	45.3%	
Job Demands	32.0%	
Role Clarity	84.0%	
Support	65.3%	

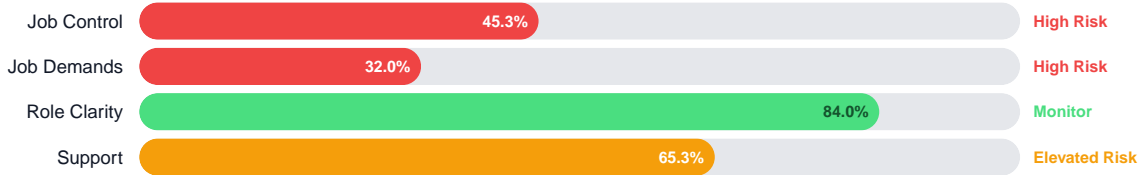
Organisational Factors		38.2%
High Risk - Action required		
Change Management	24.0%	
Organisational Justice	53.3%	
Reward & Recognition	37.3%	

Work Environment		52.0%
Elevated Risk - Plan intervention		
Remote & Isolated Work	74.7%	
Traumatic Events	45.3%	
Violence & Aggression	36.0%	

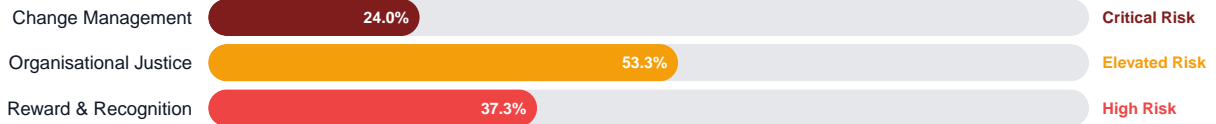
Workplace Relationships		70.2%
Monitor - Watch for deterioration		
Bullying	72.0%	
Harassment	73.3%	
Workplace Relationships	65.3%	

Construct Risk Profile

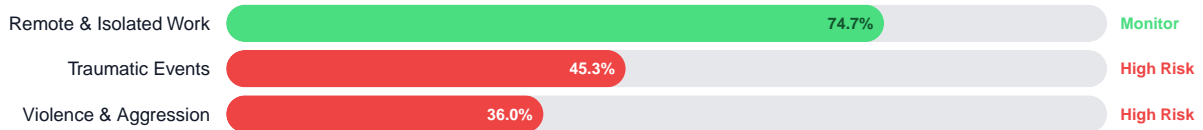
WORK DESIGN



ORGANISATIONAL FACTORS



WORK ENVIRONMENT



WORKPLACE RELATIONSHIPS



Priority Actions

CRITICAL RISK — URGENT ACTION REQUIRED	
Change Management	24.0%
HIGH RISK — ACTION REQUIRED	
Job Demands	32.0%
Violence & Aggression	36.0%
Reward & Recognition	37.3%
Job Control	45.3%
Traumatic Events	45.3%
ELEVATED RISK — PLAN INTERVENTION	
Organisational Justice	53.3%
Support	65.3%
Workplace Relationships	65.3%