

Rachel Stephen-Smith MLA

Minister for Health

Minister for Mental Health

Minister for Finance

Minister for the Public Service

Member for Kurrajong

RESPONSE TO QUESTION ON NOTICE**Questions on Notice Paper No 7****16 MAY 2025****Question No. 436****PETER CAIN MLA:** To ask the Minister for the Public Service

1. What internal work health and safety (WHS) or psychological safety reviews have been undertaken across the Payroll Capability and Human Resource Management (PC-HRM) program since its inception.
2. Has WorkSafe ACT received any formal complaints or enquiries related to psychological harm or unsafe culture within the PC-HRM Program.
3. How is the ACT Government ensuring that embedded contractors and labour hire workers are protected under WHS obligations.

Rachel Stephen-Smith MLA - The answer to the Member's question is as follows:

1. The PC-HRM Program has completed a Business Unit Gap Analysis to identify and understand psychosocial hazards specific to the workplace. A psychosocial risk assessment for managing psychosocial hazards is currently underway. Psychological hazards are identified and managed in accordance with the PeopleSafety (CMTEDD WHS Management System) hazard element 2: Psychosocial hazards. This requires personnel to:
 - a. identify risks to individuals arising from psychosocial hazards in the workplace
 - b. assess risk arising from psychosocial hazards at the workplace
 - c. select and implement controls for risks arising from psychosocial hazards
 - d. review control measures for risks arising from psychosocial hazards
 - e. document the identification, assessment and selection of controls for risks arising from psychosocial hazards identified in the workplace.



2. This question should be referred to WorkSafe ACT.
3. The ACTPS has a range of initiatives in place to maintain safe workplaces in situations where contractors are engaged. These include safety criteria in procurement documentation clauses relating to work health and safety in contracts and an Active Certification Policy for construction-related contracts.

CMTEDD's WHS Management System covers all CMTEDD workers, including ACTPS, contractors and labour hire. Labour hire workers in CMTEDD are engaged through Contractor Central which is a whole of government managed service provider arrangement. Position descriptions for contractors and labour hire include WHS information. WHS requirements for each engagement are assessed by the manager based on the requirements for the role. All Contractor Central providers are required to have active WHS management processes in place. In addition, CMTEDD provides mandatory workplace training such as CMTEDD – Work Health and Safety training for all new starters and provides contractors and labour hire workers information on Work Health and Safety obligations ensuring that workers are:

- a. aware of WHS risks at the workplace
- b. aware of their responsibilities under the WHS Act and PeopleSafety
- c. trained to be able to discharge their WHS responsibilities
- d. participating in WHS risk and hazard identification and management activities.

Approved for circulation to the Member and incorporation into Hansard.



Rachel Stephen-Smith MLA
Minister for Public Service

Date:24/6/25.....

This response required 175 minutes to complete, at an approximate cost of \$436.