

COMMUNIQUÉ - November 2024 meeting

Retail and Wholesale Industry Sector Standing Committee

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The Retail and Wholesale Industry Sector Standing Committee (Committee) met on Thursday, 7 November 2024.

A senior OIR officer presented on the '*Managing the risk of psychosocial hazards at work Code of Practice 2022*' explaining the development of the code, the duties on PCBUs to take steps to minimise risks to psychological health and wellbeing, and that the *Work Health and Safety (Sexual Harassment) Amendment Regulation 2024* aligns to the existing psychosocial risk provisions in the WHS Regulations.

Members were advised of Workplace Health and Safety Queensland's free resources to help PCBUs manage psychosocial risks including:

- [People at Work risk assessment survey](#)
- [Psychosocial risk assessment](#)
- [Focus group guide](#)

Members discussed industry hazards they had identified, the challenges with compliance and supported the development of sector specific case studies.

Members were also advised that Safe Work Australia is consulting on the development of a model Code of Practice which provides guidance for PCBUs on managing fatigue risks at work: [Consultation on the draft model Code of Practice: Managing fatigue risks at work now open | Safe Work Australia](#)

The Committee discussed opportunities to improve compliance through improved regulator information and provided feedback to the WHS Board on this issue.

Members also provided feedback for the WHS Board on the increasing prevalence of occupational violence and sexual harassment experienced by workers in the retail industry. Members noted the need for improved reporting of incidents in the sector and noted the legislative solutions implemented in the Northern Territory and Australian Capital Territory. The Chair informed members about the newly established Retail Employee Safety Council - a tri-partite alliance between unions, employers and government that aims to address the rise of abuse, assaults and harassment in the retail sector.

The next meeting of the Committee will be held on Thursday, 20 March 2025.

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Industry Sector Standing Committee
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