



Tom Bourne

Author | Educator | Podcaster
25+ years in WHS
16+ published books

"Supervisors don't fail because they don't care. They fail because nobody taught them how to make a decision that will hold up."

WHAT'S INCLUDED

- › 6 self-paced online modules
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- › Real prosecution case studies
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- › Digital copy of Reasonably Practicable on enrolment

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Safety Supervision: Making Defensible Decisions at the Front Line

Psychosocial risk is now a legal duty. Can your managers defend their decisions?

Workplace stress, bullying, and psychological harm are no longer soft HR issues. They are regulated obligations. Managers who fail to act — or who act without a defensible rationale — are exposed.

LEGAL CONTEXT

Safe Work Australia's model WHS laws now explicitly require organisations to manage psychosocial hazards. Regulators have confirmed that managers at every level carry duty of care — including those in professional services and white-collar environments.

Built for professional services, finance, and corporate teams.

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