



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

- › 7 self-paced online modules
- › Evidence base: the research and legal obligations
- › Practical risk management frameworks
- › Real Australian case studies
- › Module quizzes with 80% pass standard
- › Certificate of completion

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ONLINE PROFESSIONAL DEVELOPMENT COURSE

Work Without Harm

Psychosocial Risk, Leadership Accountability, and Safer Organisations

Shift work, production pressure and injury risk — is your workforce psychologically safe?

Repetitive work, shift fatigue, production targets and workplace bullying are common in manufacturing environments. Under WHS law, they are foreseeable psychosocial hazards. The duty to manage them sits with every manager and officer in the chain — not just HR.

LEGAL CONTEXT

Workers' compensation data from manufacturing consistently shows psychological injury claims outpacing physical ones. Following the model code amendments, employers can no longer treat psychological harm as an unfortunate by-product of production. It requires active risk management.

For manufacturing managers, HR professionals and WHS practitioners.

INVESTMENT

\$497

Individual

\$397 per person

Group (5–20)

\$347 per person

Group (21–50)

Custom pricing

51+ participants

All prices in AUD. GST may apply.