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Psychosocial Risk Matrix

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References Key

	FINANCIAL	REPUTATIONAL	LEGAL/ COMPLIANCE	PEOPLE	ORGANISATIONAL	SAFETY
NEGLIGIBLE	Decreased Productivity	Minor Credibility damage	Mediation / legal	Poor health	Engagement- Decreased Productivity	Low level increase in physical and psych health & safety risk
	NZ 92 AU 34 INT 9	NZ 22 AU 13 INT 31	NZ 47 AU 6 INT 32 106 109	NZ 39 AU 121 INT 3 108	NZ 60 AU 110 123 INT 14	NZ 30 60 AU 114 INT 126
MINOR	Work stress claims	Medium credibility damage	Investigation costs	Physical Health & mental impairment	Presenteeism	Med level increase in physical and psych health & safety risk
	NZ 60 AU 17 116 INT 40	NZ 70 AU 10 INT 11 68	NZ 115 AU 76 INT 87	NZ 78 AU 102 INT 18 49	NZ 101 AU 43 INT 119	NZ 19 35 AU 55 INT 29 62
MODERATE	Workers comp ins levies	High credibility - resulting in customer and employee loss	QC/ formal inquiry cost	Psych injury (full recovery possible)	Absenteeism	High level increase in physical and psych health & safety risk
	NZ 86 AU 93 INT 12 21	NZ 89 AU 8 INT 11	NZ 20 AU 53 INT 69	NZ 73 AU 107 INT 29 67 105	NZ 38 AU 43 124 INT 28	NZ 54 AU 56 95 118 INT 58 62
MAJOR	Psych injury claim <\$400k	Media Inquiry / PR scandal	Fine >\$50k	Psych permanent injury (PTSD)	Staff Turnover	Deliberate harm to self or others (including Sabotage)
	NZ 63 74 AU 23 117 INT 16 75 77	NZ 7 24 AU 15 103 INT 25 83 85 91 97	NZ 125 AU 50 94 INT 81 96	NZ 100 104 111 116 AU 50 94 122 INT 52 65 99	NZ 98 AU 36 64 120 INT 48 72	NZ 42 AU 44 INT 51
CATASTROPHIC	Psych injury claim >\$400k	PR and public outcry	Director Prosecution	Suicidal	Mass staff walkout / Strike action	Homicidal (mass shooting, etc)
	NZ 61 AU 71 INT 33 82	NZ 113 AU 79 INT 4	NZ 27 45 AU 5 INT 46 88	NZ 26 37 AU 2 112 INT 80	NZ 127 AU 59 INT 57 66 83	NZ 84 AU 90 INT 1 41

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