

EXPRESSION OF INTEREST (EOI)

EOI Reference	-EOI102	EOI Close Date	30/1/2025
Project Code	2025-1066	Research Organisation	Culture 360
Project Title	Developing a framework for employers to measure, assess and improve psychological safety and performance implications in the workplace		

Project Summary			
<p>Psychological safety will have long-term implications from both a legislative and workforce development perspective on the Australian meat processing industry. Plants must deal with both the legal and workplace pressures associated with staff retention.</p> <p>The project will be conducted in three phases: the first phase will involve qualitative baselines, followed by management frameworks and second-phase measurement to underpin the third phase, which will involve staff training and measurement.</p> <p>This project will develop a qualitative and qualitative framework that can be duplicated at meat processing plants across Australia and will include baseline data and workplace methodologies to meet the challenges associated with the legal and productivity requirements of psychological safety.</p> <p>This project will complement the current AMPC project 2024-1065 and use the same data capture methodology (tool) to expand the depth of industry data, enabling AMPC to target further Rand D.</p>			

Type of Industry Participation Required			
Consultation Face-to-Face Interview On-Site Trials Provide Data Site Visit Survey Workshop			

Detailed Requirements for Participation			
Objectives			
<ul style="list-style-type: none"> • A detailed understanding of psychosocial hazards for the meat processing industry. • A detailed quantitative framework of psychosocial hazards in the industry that will be further enhance through the use of interviews to develop qualitative data. • A Management framework to support the ongoing development of psychological safety culture (psychosocial hazard risk management and prevention) thus fulfilling the legislative requirements, increasing staff engagement and retention and supporting innovation. • Staff training utilising the diploma of leadership and management to enhance their capability to foster psychological safety culture. • A detailed report for audit purposes to meet the requirements under workplace health and safety. 			
Delivery			
The project will be conducted in five phases: <ol style="list-style-type: none"> 1. First round of survey data collection. 2. This delivery will be via face-to-face engagement with Senior and Middle management to discuss the way forward and leadership material development. 3. First round of survey data collection to measure change associated with senior management. 4. Seek to support the participating plants with frontline worker engagement and education. 5. Final round data collection. 			

Please note that as a condition of involvement, all participating processors will be required to make a cash contribution to the project's overall cost. The cost per company will be determined by the size and number of plants involved. Once the EOI has been submitted, a meeting will be held to gather more information, and then details on co-contribution will be determined.

Benefits of Participating

Benefits for your business

- A report outlining your organisations performance to the 14 psychosocial hazards outlined in the legislation.
- Material to assist the understanding of the senior leadership to not only adhere to the legislation but create a positive effect in the workplace.
- Material to support the development of the middle management within the organisation, background material that has been trialed with Australian organisations.
- A detailed work plan to further enhance organisational performance based on the training materials supplied. Material that is largely online with a targeted offline component to reduce downtime loss within the organisation.

AMPC Contact Details

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