

**Preparing for Workplace Change:
Work From Home and Psychosocial Health Obligations**

Workplace flexibility and employee wellbeing continue to be key priorities for employers. With Victoria's proposed work from home legislation commencing from 1 September 2026, organisations should start reviewing their policies and workplace practices now. The legislation will provide eligible employees whose roles can reasonably be performed remotely, with a legal right to work from home up to two days per week, with a delayed commencement for small businesses (under 15 employees) until 1 July 2027.

At the same time, employers are facing increased obligations to manage psychosocial risks in the workplace. While duties to protect psychological health exist across Australia through work health and safety legislation, Victoria's Occupational Health and Safety (Psychological Health) Regulations place greater emphasis on identifying psychosocial hazards and eliminating or reducing risks so far as is reasonably practicable. These hazards can include excessive workloads, workplace conflict, poor organisational change management, low role clarity, inadequate support, bullying, and remote or isolated work.

Areas to Review

- Work From Home Policies
- Flexible Work Policies
- Attendance Expectations
- Performance Management Frameworks
- Manager Guidelines
- Employee Communication Materials
- Psychosocial Risk Management Processes.

How GSS Can Help

We can support your organisation by:

- Reviewing and updating workplace policies
- Aligning policies with legislative requirements
- Assessing psychosocial risks and workplace practices
- Developing manager guidance and leadership toolkits
- Supporting change management and employee communications
- Strengthening performance management frameworks focused on outcomes, accountability and employee wellbeing.

Why Act Now?

As workplace flexibility evolves and psychosocial risk management receives greater regulatory focus, organisations need clear policies and effective workplace practices. Taking a proactive approach now can help prepare your leaders, policies and people for a changing workplace while supporting compliance, wellbeing and business performance.