



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

## Freedom of Information Disclosure Log Publication Coversheet

The following information is provided pursuant to section 28 of the *Freedom of Information Act 2016*.

| Application Details                            |                                                                                                                                                  |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Ref. No.                                       | CMTEDDFO 2026-236                                                                                                                                |
| Date of Application                            | 20 August 2026                                                                                                                                   |
| Date of Decision                               | 16 September 2026                                                                                                                                |
| Processing time (in working days)              | 19                                                                                                                                               |
| Fees                                           | N/A                                                                                                                                              |
| Decision on Access                             | No Information Found                                                                                                                             |
| Information Requested<br>(summary)             | Response to psychosocial-hazard concerns<br>recorded within WorkSafe ACT in July 2024.<br>Relates to documents identified in CMTEDDFOI 2024-220. |
| Publication Details                            |                                                                                                                                                  |
| Original application                           | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A                                                                       |
| Decision notice                                | <input checked="" type="checkbox"/> Published <input type="checkbox"/> N/A                                                                       |
| Documents and schedule                         | <input type="checkbox"/> Published <input checked="" type="checkbox"/> N/A                                                                       |
| Decision made by Ombudsman                     | N/A                                                                                                                                              |
| Additional information identified by Ombudsman | N/A                                                                                                                                              |
| Decision made by ACAT                          | N/A                                                                                                                                              |
| Additional information identified by ACAT      | N/A                                                                                                                                              |

**From:** [smartforms@act.gov.au](mailto:smartforms@act.gov.au)  
**To:** [CMTEDD FOI](#)  
**Subject:** CMTEDDFOI 2026-236 - Freedom of Information (FOI) request, [REDACTED] G [SEC=, DLM=Sensitive: Personal]  
**Date:** Thursday, 20 August 2026 3:38:59 PM  
**Attachments:** [REDACTED]

---

## Freedom of Information (FOI) request

### Form data summary

|                                |                                                               |
|--------------------------------|---------------------------------------------------------------|
| <b>Applicant name</b>          | Anonymous request                                             |
| <b>Responsible directorate</b> | Chief Minister, Treasury and Economic Development Directorate |
| <b>Reference code</b>          | [REDACTED]                                                    |

For issues or questions relating to SmartForms please contact the Payment Services Integration Team on \*5 4607 or email [smartforms.admin@act.gov.au](mailto:smartforms.admin@act.gov.au).



# Freedom of Information (FOI) request - Submission confirmation

Your submission has been successful. Please keep a copy of this receipt for your records.

Date and time

20 Aug 2026 3:37:34 PM

Reference code

Chief Minister, Treasury and Economic Development Directorate (CMTEDD)

GPO Box 158  
Canberra City, ACT 2601

Phone: 6207 7754  
CMTEDDFOI@act.gov.au

## Applicant information

☒ I want to submit this request anonymously

## Assistance

Do you need assistance with preparing your request?

- ☐ Yes
- ☐ No

Do you need an interpreter?

- ☐ Yes
- ☐ No

## Contact details

For your anonymous request to be valid, please provide at least one method of contact. This information will help us confirm the details of your request and/or deliver information to you once your request is completed.

Phone number

Email address

- ☒ I know the Directorate or agency
- ☐ I know the topic
- ☐ I am not sure

Directorate or agency\*

- ☐ Canberra Health Services
- ☒ Chief Minister, Treasury and Economic Development Directorate
- ☐ City and Environment Directorate
- ☐ Digital Canberra
- ☐ Education Directorate
- ☐ Health and Community Services Directorate
- ☐ Infrastructure Canberra
- ☐ Justice and Community Safety Directorate
- ☐ Multiple Directorate request

## Request for

To help us process your request:

- Include enough detail in your application so we can identify what government information you want.
- As an alternative to using fields within the form, you may choose to attach documents or audio recordings.
- You may wish to include a statement on how the release of this information is in the public interest.

## Scope of your request

What information are you requesting access to?\*

Dear CMTEDD FOI Team,

## Freedom of Information Request

I request access under the Freedom of Information Act 2016 (ACT) to documents held by CMTEDD, including WorkSafe ACT, concerning the organisational and governance response to psychosocial-hazard concerns recorded within WorkSafe ACT in July 2024.

This request follows documents identified in CMTEDDFOI 2024-220, including:

an email dated 10 July 2024 with the subject “CPSU complaint regarding WorkSafe ACT & Psychosocial hazards”; and  
records dated 10 July 2024 and 12 July 2024 with the subject “WorkSafe ACT - Internal psychosocial hazard concerns”.

I do not seek the identities of complainants, witnesses or affected employees, nor do I seek the underlying complaint, personnel or investigation material itself.

The relevant period for this request is 1 July 2024 to 31 December 2024.

I request access to existing documents sufficient to show the following.

### 1. Receipt, referral and escalation

Documents sufficient to show:

- a. when the July 2024 CPSU complaint and internal psychosocial-hazard concerns were received;
- b. the positions, business areas or executives to whom they were referred or escalated;
- c. who was assigned responsibility for considering or coordinating the organisational response; and
- d. any briefing, summary, referral or advice prepared concerning the issues raised.

### 2. Recording and identification of psychosocial hazards

Documents sufficient to show whether the July 2024 concerns were:

- a. identified or recorded as a psychosocial hazard, WHS hazard, workplace risk or equivalent issue;
- b. entered into any hazard register, risk register, incident-management system, safety-management system or equivalent record; and
- c. allocated any hazard, incident, risk or other reference number.

Where such a record exists, I request the relevant de-identified hazard, risk or incident entry.

### 3. Psychosocial risk assessment

Documents sufficient to show whether the July 2024 concerns resulted in, or were considered for, a

psychosocial risk assessment, including where recorded:

- a. the date of the assessment;
- b. the category or description of the psychosocial hazard identified;
- c. the assessed risk level or rating;
- d. the organisational area or workplace to which the risk related;
- e. any contributing organisational or workplace factors identified; and
- f. the position or business area responsible for conducting, reviewing or approving the assessment.

I do not seek personal information identifying individual complainants or affected employees.

#### 4. Relationship to earlier psychosocial-safety concerns

Documents sufficient to show whether the July 2024 concerns were considered in light of, connected with, or compared against:

- a. the CPSU correspondence of 24 May 2023 concerning psychosocial risk and workplace culture at WorkSafe ACT;
- b. any earlier psychosocial risk assessment, hazard entry, review or action plan;
- c. any previous recommendation or remedial action concerning workplace culture or psychosocial safety; or
- d. any previous commitment made to the CPSU concerning psychosocial safety within WorkSafe ACT.

Where such a connection was considered, I request documents sufficient to show the nature of that consideration and any resulting action.

#### 5. Control measures and remedial action

Documents sufficient to show any control measure, remedial action, recommendation or action plan considered or adopted in response to the July 2024 concerns, including:

- a. the action or control proposed;
- b. the responsible position, business area or risk owner;
- c. the target completion date;
- d. whether the action was completed, outstanding, discontinued or superseded as at 31 December 2024;
- e. the date of completion, where applicable; and
- f. any follow-up action required.

#### 6. Effectiveness of existing controls

Documents sufficient to show whether consideration was given to whether existing psychosocial-risk

controls were adequate or effective at the time the July 2024 concerns were raised.

This includes any document recording:

- a. deficiencies or gaps in existing controls;
- b. a conclusion that existing controls were adequate;
- c. a decision to strengthen, replace or supplement existing controls; or
- d. a decision that no additional controls were required.

#### 7. Accountable decision-maker or risk owner

Documents sufficient to identify:

- a. the position or business area accountable for oversight of the organisational response;
- b. the risk owner, where one was assigned;
- c. any person or position assigned responsibility for implementing controls or remedial actions; and
- d. any reporting or escalation obligations attached to that responsibility.

#### 8. Executive and governance consideration

Documents sufficient to show whether the July 2024 concerns, or the organisational response to them, were referred, escalated, briefed, tabled or reported to:

- a. the Work Health and Safety Commissioner;
- b. the WorkSafe ACT Senior Leadership Team or Senior Leadership Group;
- c. CMTEDD senior executives;
- d. the Office of Industrial Relations;
- e. People and Capability / Human Resources;
- f. a WHS committee, health and safety representative or equivalent governance body; or
- g. the responsible Minister or Minister's office.

For any such consideration, I request only the relevant portions of briefing notes, agenda items, minutes, action registers, decision records or correspondence sufficient to show:

the issue considered;  
the decision or action taken;  
the responsible position; and  
any follow-up required.

#### 9. Independent or external assistance

Documents sufficient to show whether consideration was given to obtaining independent or external assistance in assessing or responding to the July 2024 concerns, particularly because the concerns related to WorkSafe ACT itself.

Where independent or external assistance was obtained, I request documents sufficient to identify:

- a. the body, consultant, specialist or entity engaged;
- b. the purpose and scope of the engagement;
- c. any findings or recommendations; and
- d. any organisational action arising from that engagement.

#### 10. Decision not to undertake further action

If consideration was given to creating a hazard entry, undertaking a psychosocial risk assessment, implementing further controls, conducting a review, obtaining external assistance or taking other formal WHS action, but a decision was made not to proceed, I request documents sufficient to show:

- a. the decision;
- b. the date of the decision;
- c. the position or delegate responsible for the decision; and
- d. the recorded reasons for not proceeding.

#### 11. Effectiveness review and closure

Documents sufficient to show whether, before 31 December 2024:

- a. any implemented controls or remedial measures were reviewed for effectiveness;
- b. the July 2024 concerns were considered resolved or closed;
- c. any assessment was made of whether psychosocial risk had reduced;
- d. any actions remained outstanding; and
- e. any further monitoring or review was required.

#### 12. Applicable psychosocial-hazard governance framework

The policy, procedure, framework, guidance, risk-management process or other governance document actually applicable at the relevant time to:

- a. identifying psychosocial hazards affecting WorkSafe ACT employees;
- b. assessing psychosocial risks;
- c. determining and implementing controls:

d. escalating significant psychosocial risks; and

e. reviewing the effectiveness of controls.

I do not seek multiple versions of general WHS material that were not applicable to the July 2024 concerns.

#### Scope and privacy

For clarity, this request concerns the organisational and governance response to the psychosocial-hazard concerns identified in the July 2024 records.

I do not seek:

names or identifying information of complainants, witnesses or affected employees;  
medical or health information;  
the detailed substance of individual allegations where disclosure would identify an individual;  
complete personnel, disciplinary, Professional Standards or investigation files; or  
records concerning unrelated individual employment matters.

Where responsive documents contain exempt or irrelevant personal information, I request partial access with that information redacted rather than refusal of access to the document in full.

Where names of individual employees cannot be released, position titles or de-identified descriptions are sufficient.

I seek existing documents and records only and do not require the creation of new information.

If no formal hazard entry, psychosocial risk assessment, control plan, action plan or effectiveness review exists, I nevertheless seek any existing document sufficient to show how the July 2024 concerns were considered and any decision or recorded reason for the course ultimately taken.

If any part of this request is considered too broad, complex or likely to require substantial processing, please contact me before making a decision so that I may consider narrowing the scope rather than having the request refused.

Attach additional documents to support your application

---

## Submit application

## Timeframes

The Directorate responsible for your application must:

- inform you in writing within 10 working days that it has received your application
- communicate to you about any difficulties/ delays in processing your request
- provide you with a decision on access to the information within 30 working days or less

Requests may take longer than 30 days in situations where an extension has been granted.

If the Directorate must consult a third party, the deadline for providing a decision is extended by 15 working days. The Directorate will notify you if consultation is required.

## Anonymous request

You're submitting an anonymous FOI request. The information you supply will be provided to:

- **Chief Minister, Treasury and Economic Development Directorate**
- **cmteddFOI@act.gov.au**

The FOI team may contact you to clarify details of your request. This will assist the team in reaching a decision on providing access to the information.

After submitting your request, you may wish to save a PDF copy of your form or email a PDF copy to your nominated email address.



## FREEDOM OF INFORMATION REQUEST – NOTICE OF DECISION

I refer to your application under section 30 of the *Freedom of Information Act 2016* (the Act), received by the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) on 24 August 2026.

Specifically, you have sought access to the following information:

*“...to documents held by CMTEDD, including WorkSafe ACT, concerning the organisational and governance response to psychosocial-hazard concerns recorded within WorkSafe ACT in July 2024.*

*This request follows documents identified in CMTEDDFOI 2024-220, including:*

- *an email dated 10 July 2024 with the subject “CPSU complaint regarding WorkSafe ACT & Psychosocial hazards”; and*
- *records dated 10 July 2024 and 12 July 2024 with the subject “WorkSafe ACT - Internal psychosocial hazard concerns”.*

*Relevant period: 1 July 2024 to 31 December 2024.*

*I request documents showing:*

- *How the concerns were recorded, assessed, escalated, managed, and resolved.*
- *Any risk assessments, risk registers, control measures, action plans, recommendations, or remedial actions arising from the concerns.*
- *Any executive, governance, or committee consideration of the concerns.*
- *Any decision not to take further action, including recorded reasons.*
- *Any closure, review, or evaluation of actions taken in response to the concerns.*
- *The policies, procedures, or governance framework applicable to the management of psychosocial hazards during the relevant period.*
- *Any documents showing whether the July 2024 concerns were considered in light of, connected with or compared with the earlier May 2023 CPSU psychosocial-risk concerns, or any earlier risk assessment, action plan, control or unresolved issue arising from those concerns.*
- *Any documents showing whether independent or external assistance was considered or obtained in assessing or responding to the July 2024 concerns.”*

To note, on 20 August 2026 you requested a longer scope. This was negotiated and the above agreed on 24 August 2026.

## Authority

I am an Information Officer appointed by the CMTEDD Director-General under section 18 of the Act to deal with access applications made under Part 5 of the Act.

## Timeframes

In accordance with section 40 of the Act, CMTEDD is required to provide a decision on your access application within 30 days.

Following agreement with you under section 41 of the Act, this application was extended by 15 working days.

Therefore, a decision is due by **22 October 2026**.

## Decision on access

Searches into WorkSafe ACT records did not identify any information within the scope of your request. Searches were conducted within the authority's records systems, staff emails and email archives in addition to local drives.

There were no records identified that related to emails "*CPSU complaint regarding WorkSafe ACT & Psychosocial hazards*" or "*WorkSafe ACT - Internal psychosocial hazard concerns*".

## Charges

Processing charges are not applicable for this request as no documents are being released to you.

## Online publishing – Disclosure Log

Under section 28 of the Act, CMTEDD maintains an online record of access applications called a [disclosure log](#).

Your original access application and my decision will be published on the CMTEDD disclosure log. Your personal contact details will not be published.

## Ombudsman Review

My decision on your access request is a reviewable decision as identified in Schedule 3 of the Act. You have the right to seek Ombudsman review of this outcome under section 73 of the Act within 20 working days from the day that my decision is provided to you, or a longer period allowed by the Ombudsman.

We recommend using this form [Applying for an Ombudsman Review](#) to ensure you provide all of the required information. Alternatively, you may write to the Ombudsman at:

The ACT Ombudsman  
GPO Box 442  
CANBERRA ACT 2601

Via email: [actfoi@ombudsman.gov.au](mailto:actfoi@ombudsman.gov.au)

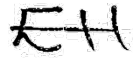
## **ACT Civil and Administrative Tribunal (ACAT) Review**

Under section 84 of the Act, if a decision is made under section 82(1) on an Ombudsman review, you may apply to the ACAT for review of the Ombudsman decision. Further information may be obtained from the ACAT at:

ACT Civil and Administrative Tribunal  
GPO Box 370  
Canberra City ACT 2601  
Telephone: (02) 6207 1740  
<http://www.acat.act.gov.au/>

Should you have any queries in relation to your request please contact the CMTEDD FOI Team by telephone on 6207 7754 or email [CMTEDDFOI@act.gov.au](mailto:CMTEDDFOI@act.gov.au).

Yours sincerely



Emma Hotham

Information Officer  
Chief Minister, Treasury and Economic Development Directorate

16 September 2026