



Mind Your Head – Information for Employers

The **Mind Your Head** initiative is committed to bringing employers, workers, unions, insurers and renowned academics together to improve workplace mental health across Australia, using best practice, proven approaches to identifying, preventing and managing workplace mental health hazards.

As you would be aware, workplace mental health injuries are increasing at an alarming rate and harming employees. In turn, this places increased strain on both employers and insurers – we are working with organisations **like yours** to address this trend.



Source: 'Work should not hurt' report – ACTU – 2020

The Mind Your Head campaign is about **preventing mental health injury**. We do this by recognising the impact that work itself has on workers' mental health. **Mind Your Head** encourages action in workplaces to identify and address mental health hazards – just like any other health and safety hazard.

What do mental health hazards in the workplace look like?

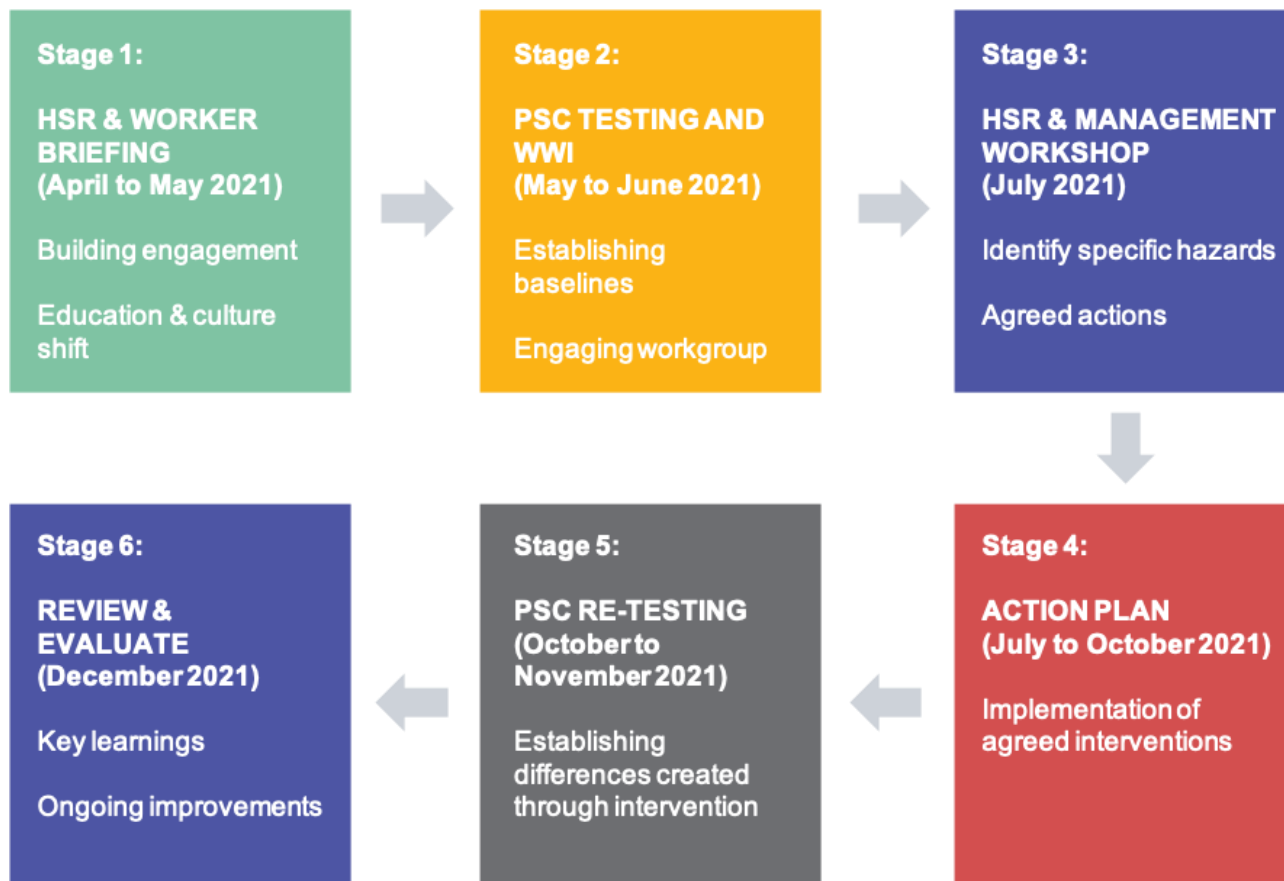
- High and low job demands
- Bullying, harassment and sexual harassment
- Organisational change / change management
- Occupational violence and aggression
- Violent or traumatic events
- Isolated work

By participating in Mind Your Head, your workplace will:

- Working toward meeting your legal obligations under Work Health and Safety Laws.
- Be part of a growing community of socially responsible employers, nationwide.
- Develop workplace leaders on workplace mental health matters.
- Get access to coaching for workplace leaders and managers to assess workplace mental health and take action.
- Contribute to the development of evidence-based resources to educate workplaces on mental health hazards and provide them with tools to take action.

What does the program look like for my workplace?

Mind Your Head's pilot program offers a tailored package delivered by the University of South Australia's CWeX team, led by [Professor Maureen Dollard](#) and Dr Tessa Bailey using their world-renowned Psychosocial Safety Climate (PSC). CWeX has led many successful collaborative research projects like Mind Your Head across a diverse range of industries. The tailored workplace intervention engages all levels of management, work health and safety representatives, union representatives and employees to assess the workplace's mental health hazards and identify changes. Participants will be coached to plan and manage workplace mental health hazards and improve workplace practices.



*PSC testing scores and reviews will remain confidential to the organisation

For more information, visit
www.mindyourhead.org.au

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'Mind Your Head' has received funding in round three of the WorkSafe WorkWell Mental Health Improvement Fund. General information about the WorkWell program can be found at www.workwell.vic.gov.au

