



We're taking action to protect
workplace mental health

MIND YOUR HEAD

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workplace mental health

April 2021



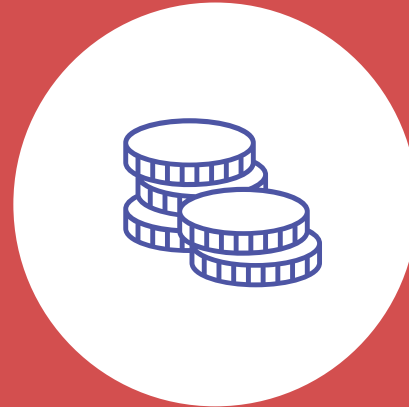
THE PROBLEM



3 in 5 workers
who experienced poor mental
health had time off with **15%**
needing more than a month



Mental stress claims are
growing fast
1 in 10 compensation claims
are for mental stress/injury



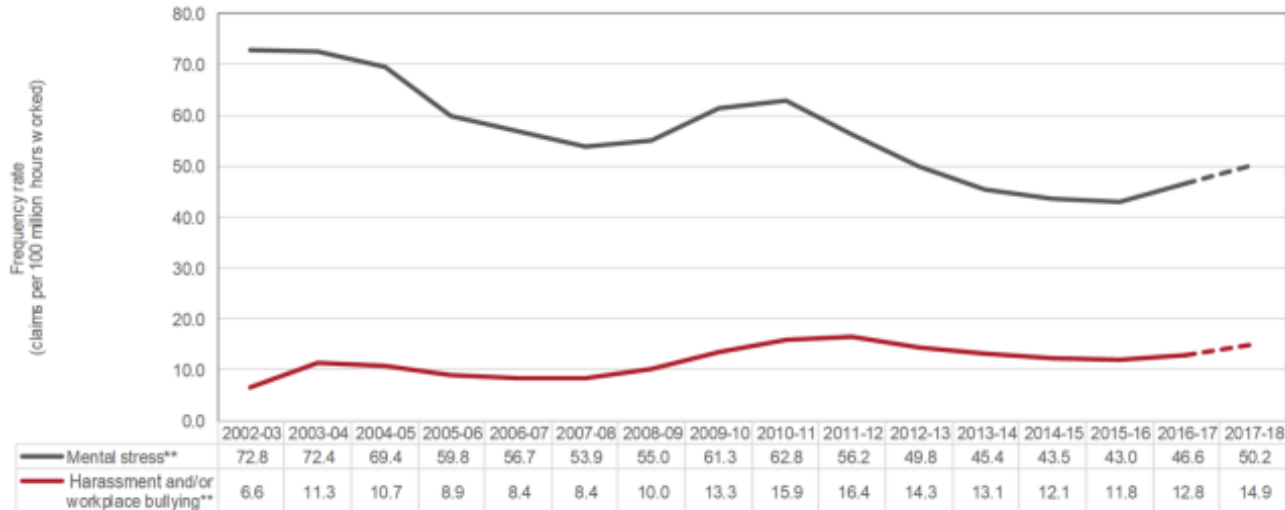
Median lost time from mental
injuries is 10.4 weeks and as
a direct cost of \$22,200

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



Work-related mental stress claim trends

We know that workers compensation claims are only a small part of the story!



* 2017–18 data are preliminary and subject to change.

** Victoria only provides data on the top-level category of mental stress claims, and is not included in the data for Harassment and/or workplace bullying. See explanatory notes for further details.



We know that workers compensation claims do not tell the whole story!

- Physical injury rates continue to fall.
- Mental stress and injury is the fastest growing type of injury in every state and territory.
- **1 in 10 compensation claims is for mental stress/injury.**
- COVID-19 and WFH has accelerated these trends with more than 1 in 3 COVID claims for mental health issues



WORKPLACE MENTAL HEALTH

What are the key hazards?

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



If left unmanaged,

mental health hazards can have major costs for organisations and businesses

- High staff turnover
- Reduced productivity
- Increased sick leave
- Increased workers comp claims
- Extended return to work periods



Mind Your Head has a DIFFERENT approach

THE WORKPLACE PILOT PRINCIPLES

We aim to:

- Raise the priority of mental health and safety to sit equal to treatment of physical health and safety
- Educate and develop workers, HSRs, Managers and Leaders to understand work-related mental health risk factors and the relationship with WHS.
- Design tools and resources for workplaces to create mentally safe systems of work
- Facilitate engagement with workers, HSRs, managers and leaders to work together to create mentally healthy work
- Review and analyse the interventions to determine best practice and create a community that learns from each other





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).

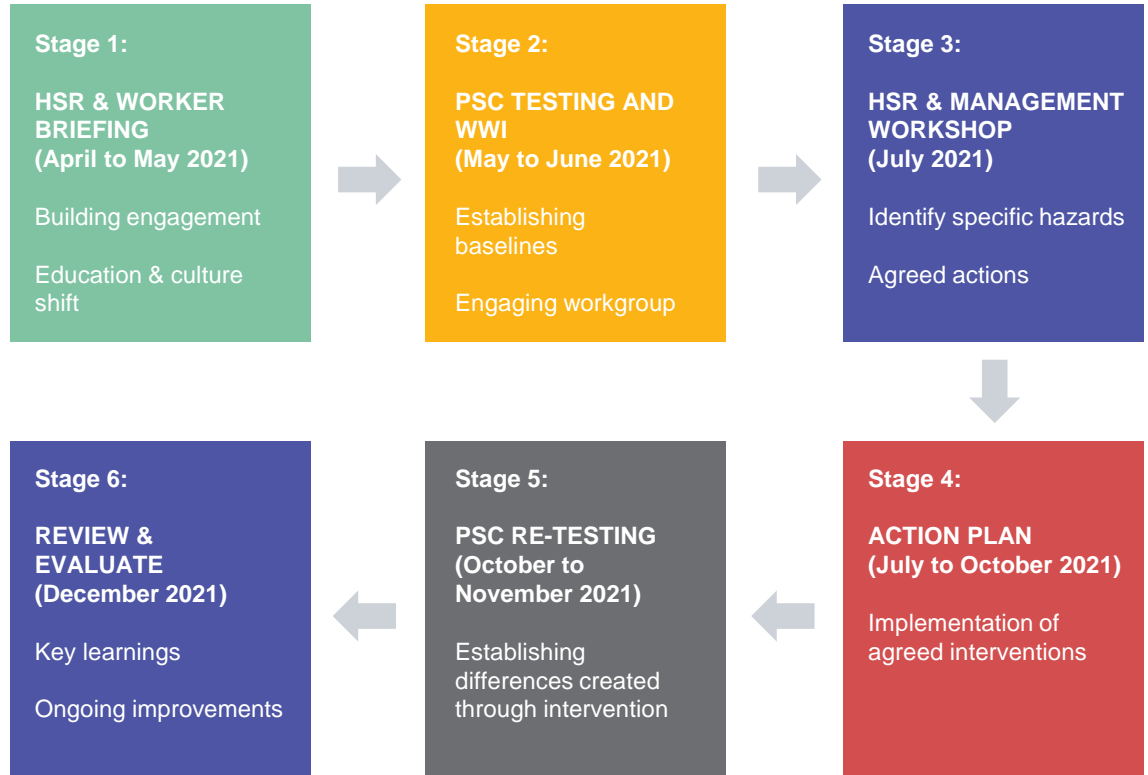
CWeX has led many successful collaborative research projects like Mind Your Head across a diverse range of industries.

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.



STEP BY STEP IN YOUR WORKPLACE



PSC FRAMEWORK FOR HSRs



1 x Half day workshop with HSRs

PSC Framework Training

Co-design methods to approach organisations, e.g. communications, ROI/legal framework



HSRs pilot risk assessment tool

HSRs liaise with organisation

CWeX conducts PSC-12 risk assessment & provides report



1 x Half day workshop for intervention design

CWeX consultant, project team, HSRs, and key organisation representatives collaborate on action plans
Monthly networking for HSRs with CWeX consultant to support action plan implementation



Process evaluation

Conducted by CWeX consultant with HSRs & organisation representatives

Final evaluation report



BENEFITS

By participating in Mind Your Head, your workplace will:

- 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.



BENEFITS

The broader workplace, economic, compliance and community benefits include:



Mentally safe, healthy and productive workers



Meet WHS/OHS obligations



Exceed public and community expectations



WorkSafe WorkWell Mental Health Improvement Fund

'Mind Your Head' has received funding in round three of the WorkSafe WorkWell Mental Health Improvement Fund.

In partnership with the Department of Health and Human Services, WorkSafe has developed the \$50 million five-year WorkWell program, to equip Victorian employers in making mental health a priority in their own workplaces.

General information about the WorkWell program can be found at www.workwell.vic.gov.au



Supported by EML

The broader national development and promotion of 'Mind Your Head' is supported by EML.



Participate in the Mind Your Head pilot.

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