



We're taking action to protect  
workplace mental health

# MIND YOUR HEAD

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workplace mental health

Employer Briefing | 2022





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workplace mental health

# MENTAL HEALTH IN AUSTRALIA

1

Mental health issues, and the public awareness of them, are on the rise

2

COVID-19 and WFH have had a significant impact on people's mental health

3

Focus is on identifying and assisting individuals with mental health issues rather than prevention

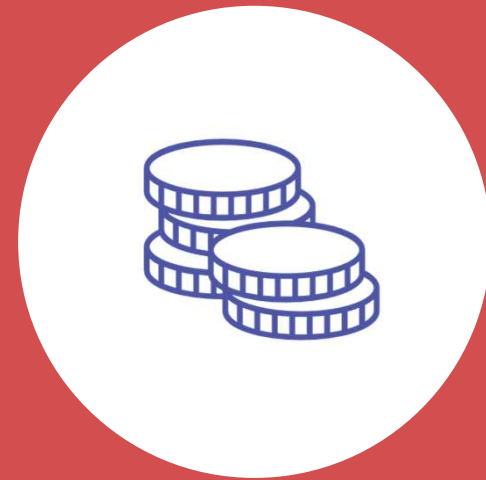
# THE PROBLEM



**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 27 weeks and as a  
direct cost of \$46,400\*\*

Sources: \**Work shouldn't hurt* report 2019, Australian Council of Trade Unions

\*\*2016-2017 work-related mental stress sub-category breakdown, SWA, *Psychosocial health and safety and bullying in Australian workplaces* – 5<sup>th</sup> Edition 2020





## MENTAL DISORDERS - Work-related mental disorders are a national priority

**6%** of all workers comp claims are for mental disorders

27%

Anxiety disorder

43%

Reaction to stressors

11%

Post-traumatic stress disorder

14%

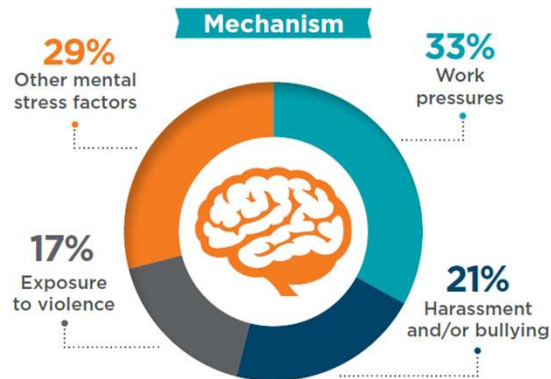
Anxiety/depression mixed

5%

Short-term shock + other mental disorders

### Types of mental disorders

### Work-related stressors



Work-related mental stress is caused by prolonged and/or repeated exposure to work related stressors.

### Typical business and personal cost

#### Physical Injury claims

**\$8,000**  
typical claim payment

**5 weeks**  
typical time off work

#### Mental disorder claims

**\$22,200**  
typical claim payment

**13.3 weeks**  
typical time off work

**\$10.9 billion**

Cost of lost productivity per year

### Most at risk occupations



**1st Responders**  
police services, paramedics and fire fighters



**Welfare and community workers**



**Prison officers**



**Bus drivers and rail drivers**

### Prevention

**You can change these statistics!**

[Principles of Good Work Design](#)  
[A work health and safety handbook](#)

[Preventing Psychological Injury under the Work Health and Safety Laws](#)

For prevention, better management and return to work advice see your local work health and safety regulator or workers' compensation authority.



# 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 has accelerated these trends, with 19% of 2020 workers' compensation claims related to COVID due to mental health impacts



# 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

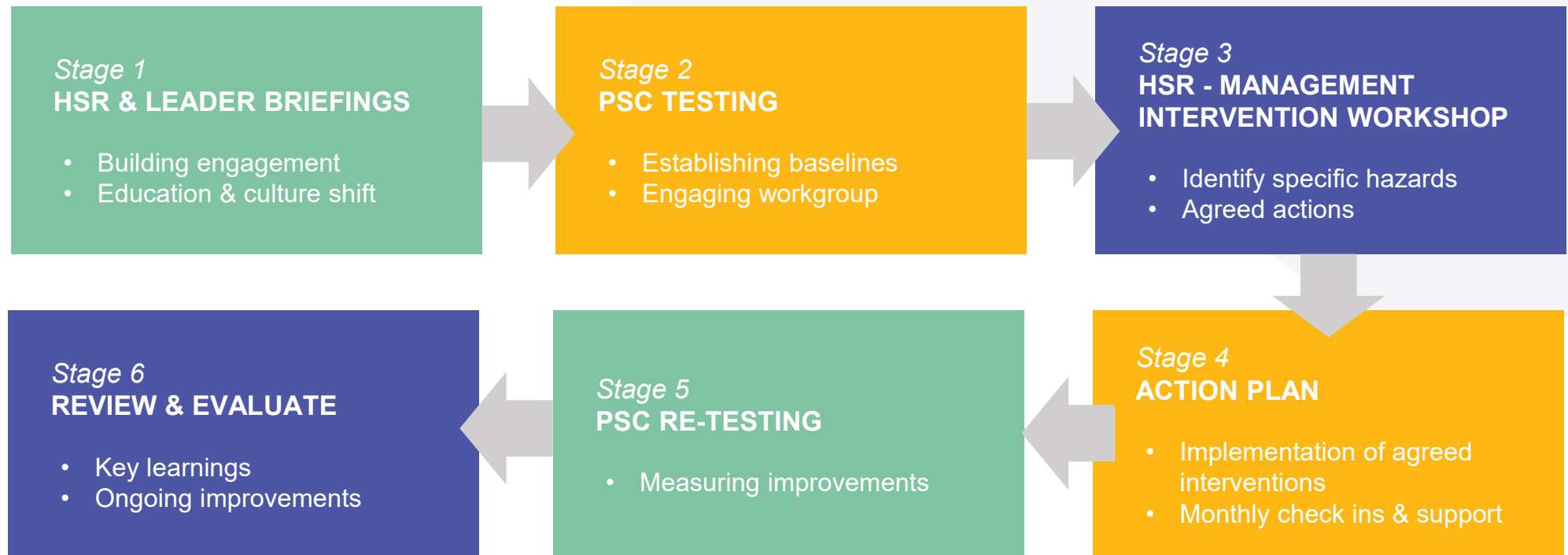
### We aim to:

- 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





# Step By Step In Your Workplace



# 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.



# 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](http://www.workwell.vic.gov.au)

Supported by



WorkWell



# 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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