



We're taking action to protect
workplace mental health

MIND YOUR HEAD

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Employer Briefing | 2022





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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
9% of serious injury workers' compensation claims are for mental health conditions**



The median time lost from mental health conditions is **26.6 weeks, typically costing \$45,900 in compensation.** Compared to 6.4 weeks and \$12,900 for muscular skeleton disorders and injuries**



The economic cost of reduced participation and productivity is between **\$12.3 and \$22.5 billion per year.** \$9.6 billion being from absenteeism***

Sources: Australian Council of Trade Unions, *Work shouldn't hurt* (2019); **Safe Work Australia, *Australian Workers' Compensation Statistics 2019-20*;

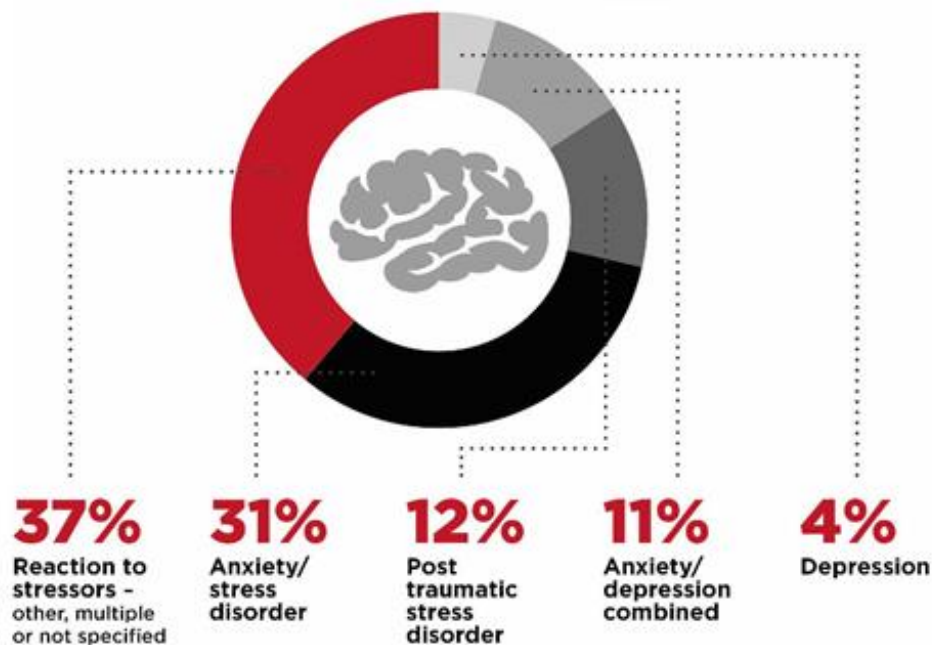
*** Productivity Commission, *Mental Health Inquiry Report, no. 95*, (2020).



Work-related mental health



Types of mental health conditions for which workers received compensation:



Source: The claims data has been sourced from Safe Work Australia's National Data Set for Compensation-based Statistics (NDS), which is compiled based on workers' compensation data provided annually by each of the jurisdictional workers' compensation authorities. Please note that the data for 2016-17 is preliminary (denoted by 'p') which is subject to upwards revision in subsequent years as further claims are finalised. * The work pressure category of mental stress includes work backlogs and deadlines, organisational restructures, interpersonal conflicts, disciplinary actions, performance counselling or promotion disappointment.

Main causes of serious mental health condition claims



10%
Exposure to workplace or occupational violence

20% Work related harassment or bullying

21%
Work pressure*



Work pressure, harassment/bullying and exposure to occupational or workplace violence accounted for more than half (51 per cent) of serious mental health condition claims.



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



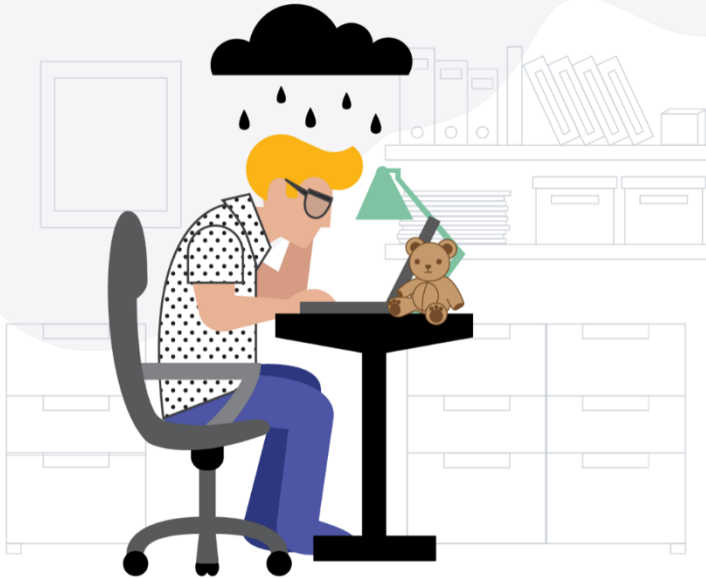
- Physical injury rates continue to fall.
- Mental stress and injury is the fastest growing type of injury in every state and territory.
- 9% of all serious injury workers' compensation claims are for mental health conditions.
- COVID-19 has accelerated these trends, with 19% of 2020 workers' compensation 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

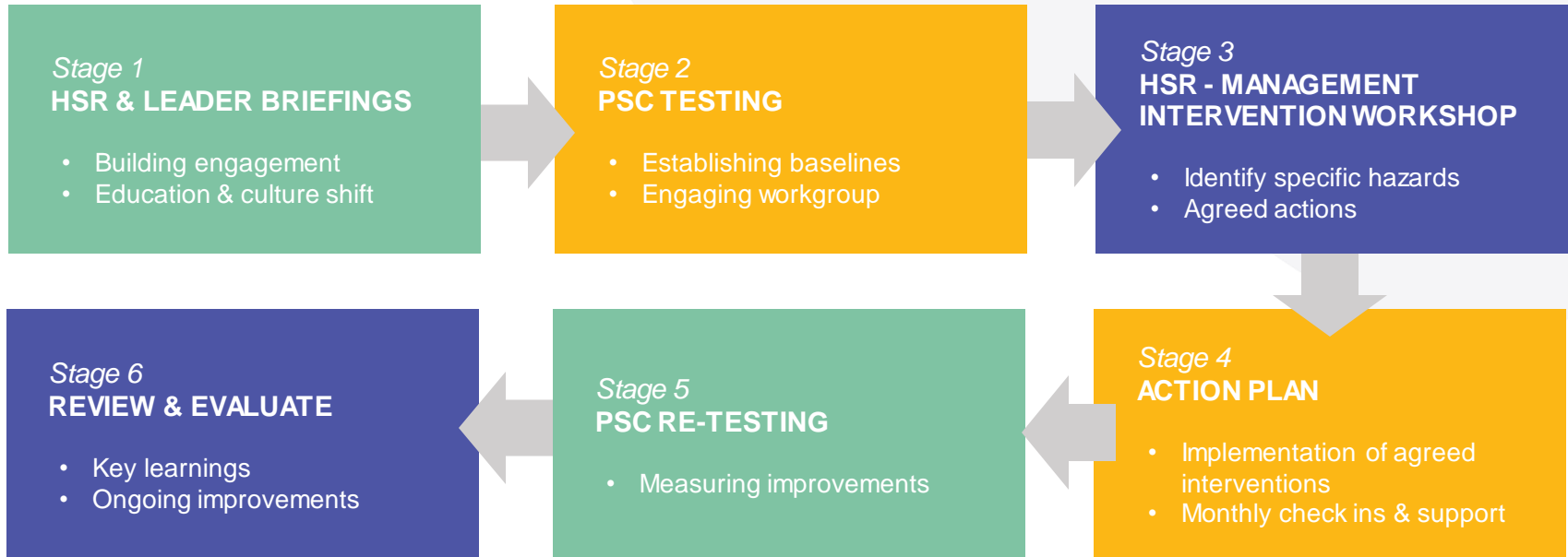
THE WORKPLACE PILOT PRINCIPLES

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

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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