# Mentally healthy workplaces



A mentally healthy workplace is one that:

Prevent

Mentally healthy workplace

Respond

### PREVENTS

and manages work-related risks to mental health

### PROMOTES

good mental health and enhances positive aspects of work

### RESPONDS

Promote

to and supports people experiencing mental ill health or distress

The resource was created in collaboration with the Black Dog Institute, as part of the Thriving in Health project. The Thriving in Health project is supported by WorkSafe's WorkWell Mental Health Improvement Fund. The information in this resource is not intended as a substitute for workplace specific health and safety measures. Information contained in this resource was considered best practice as at March 2023.

### Mentally healthy workplaces

## A mentally healthy workplace is good for everyone



When work is good for people they can thrive.



Healthier workplaces are more productive, have better patient outcomes and are happier places for staff and patients because of positive effects on wellbeing and the quality of relationships.

## Excessive and long lasting work-related stress can:

concentration



Cause fatigue



Increase the risk of mental injury

Impair performance and reduce

Lead to physical health problems like high blood pressure and heart disease

### Occupational Health and Safety responsibilities

Under the Occupational Health and Safety Act 2004 (OHS Act), there is a shared responsibility for physical and psychological health and safety:



**EMPLOYERS** have a duty, so far as is reasonably practicable, to maintain a working environment that is safe and without physical and psychological risks to employee health.



**EMPLOYEES** have a duty to take reasonable care for their own health and safety, and for the health and safety of people who might be affected by what they do, or fail to do, in the workplace.

## Mentally healthy workplaces foster psychological safety



Psychological safety is a belief that it's safe to speak up in the workplace about work-related ideas and concerns, without fear of negative consequences.



When workplaces are psychologically safe, people are more likely to be at their best.







blackdoginstitute.org.au

