

# Mentally healthy workplaces



A mentally healthy workplace is one that:



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## 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:



Impair performance and reduce concentration



Cause fatigue



Increase the risk of mental injury



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.

### For more information



Peninsula Health

[peninsulahealth.org.au](http://peninsulahealth.org.au)



Thriving in Health  
[thrivinginhealth.org.au](http://thrivinginhealth.org.au)



Black Dog Institute

[blackdoginstitute.org.au](http://blackdoginstitute.org.au)

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