

# A risk management approach to workplace mental health



## Using a risk management approach

A mentally healthy workplace identifies and manages work-related risks to employee mental health.

Health services have well-established systems to manage risks to employee physical health and safety. These same systems can be used to manage risks to psychological health and safety.

A risk management approach can be used to help control the risk of work-related stress in the workplace. The risk management process involves a series of steps:



Identification of work-related psychosocial hazards



Assessment of the level of risk to employee health and safety



Implementation of risk-control measures to eliminate work-related hazards, as far as is reasonably practicable



Review and monitoring of risk-control measures.



Employee consultation is an important part of the risk management process. It helps to achieve better physical and psychological health and safety outcomes.

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## Controlling risks to workplace mental health

Employers are expected to use the highest and most reliable level of controls to protect employees' physical and psychological health.



The most effective control measure is the elimination of work-related psychosocial hazards and their associated risks.



If it isn't reasonably practicable to eliminate hazards and their risks, employers must minimise them.



Minimising risks might involve a single control measure, or a combination of controls that work well together to provide a high level of protection.



Relevant legislation and guidance material is available to help workplaces understand their obligations.

## Monitoring and reviewing controls



It can be helpful to develop an action plan to monitor controls and ensure they are working as expected. An example of an action plan template is included on page 3 of this document.

### For more information



Peninsula Health

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



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



Black Dog Institute

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



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WorkWell

[worksafe.vic.gov.au/workwell](https://worksafe.vic.gov.au/workwell)

# Action plan template

Department:					Leader:				
People consulted:									
Date	Assessment (identify hazards, risks and controls)			Action plan (monitoring and review)					
	Identified psychosocial hazard(s)	Assessment of risk <small>*include likelihood and consequence of harm</small>	Controls <small>What is currently in place? Are the existing controls adequate? What further controls are required?</small>	Action item(s)	Person/people responsible	Resources required	Date for review	Progress update	

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Peninsula Health

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



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



Black Dog Institute

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



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