

# CARE AT WORK CARE THAT WORKS

WORKPLACE + MENTAL HEALTH

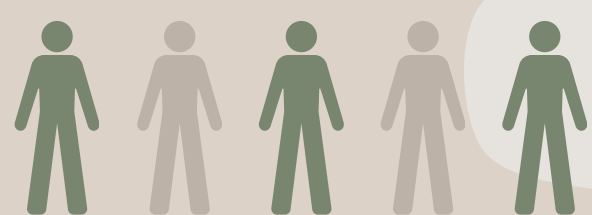


PRE-EMPTIVE  
HEALTHCARE

1 IN 5  
AUSTRALIANS



have taken time off in the past 12 months because they felt stressed, anxious or depressed



5 IN 10

AUSTRALIANS REPORT  
FEELING "A LOT OF STRESS" AT WORK

WORKPLACE STRESS IS DEFINED BY  
THE WORLD HEALTH  
ORGANISATION AS 'THE RESPONSE  
PEOPLE MAY HAVE WHEN  
PRESENTED WITH WORK DEMANDS  
AND PRESSURES.



## INVEST IN MENTAL HEALTH

RESEARCH HAS SHOWN THAT INVESTMENT IN MENTAL HEALTH HAS A POSITIVE RETURN ON INVESTMENT. THIS CAN RANGE FROM AN AVERAGE OF \$2.30 UPWARDS FOR EACH DOLLAR INVESTED.



## WORKER'S COMPENSATION

MENTAL INJURY CLAIMS ACCOUNTED FOR AROUND 9% OF ALL INJURY CLAIMS PRIOR TO 2009, INCREASED TO 11% BETWEEN 2009 AND 2014, AND NOW REPRESENT APPROXIMATELY 13% OF ALL CLAIMS.



## FUTURE PREDICTIONS

MENTAL INJURIES ARE PROJECTED TO MAKE UP 33% OF WORKERS' COMPENSATION CLAIMS WITHIN THE NEXT 10 YEARS.

BULLYING | **FATIGUE** | EXPOSURE TO TRAUMATIC EVENTS | GENDERED VIOLENCE | HIGH AND LOW JOB DEMANDS | **LIMITED JOB CONTROL** | LOW RECOGNITION AND REWARD | **UNSAFE ENVIRONMENTAL CONDITIONS** | **INEFFECTIVE ORGANISATIONAL CHANGE MANAGEMENT** | LACK OF ORGANISATIONAL JUSTICE | **UNCLEAR ROLE EXPECTATIONS** | INADEQUATE SUPPORT | **POOR WORKPLACE RELATIONSHIPS** | **REMOTE OR ISOLATED WORK** | **SEXUAL HARASSMENT** | VIOLENCE AND AGGRESSION

WHAT ARE

## PSYCHOLOGICAL HAZARDS?

### EXAMPLES

PSYCHOLOGICAL HAZARDS ARE ASPECTS OF THE WORK ENVIRONMENT, SYSTEMS, OR INTERPERSONAL INTERACTIONS THAT CAN **NEGATIVELY EFFECT** A WORKER'S MENTAL HEALTH AND WELLBEING. THEY CONTRIBUTE TO WORK-RELATED STRESS AND, OVER TIME, MAY LEAD TO **SERIOUS PSYCHOLOGICAL INJURY**.

## BENEFITS OF AN EMPLOYEE ASSISTANCE PROGRAM (EAP)

reduced  
absenteeism

increased  
employee  
productivity

enhanced  
employee  
retention

cost  
savings

improved  
workplace  
culture

80%

OF AUSTRALIA'S **TOP 500** COMPANIES HAVE  
AN **EAP** IN PLACE

