



Steps employers can take to address workplace mental health.

Employers have a legal obligation to provide a working environment that is both physically and mentally safe. Poor workplace mental health can impact a business through increased staff leave, high staff turnover, workers compensation claims, and reduced productivity. A mentally healthy workplace is important for both the employees and the business.

The workplace should be primarily responsible for caring for their workers, putting in place plans to support their workers when necessary. The NSW government has developed an online tool to check the mental safety of your work environment. To find out more visit: www.nsw.gov.au/mental-health-at-work/workplace-pulse-check

Interventions that have demonstrated success in helping manage employees workplace stress include:

- Create a comfortable work environment: industrial spaces are often built for efficiency, safety, and functionality, rather than comfort. However, employers should invest in elements that make workstations comfortable to help employees maintain focus. This may include ergonomic chairs, correct temperatures, etc.
- Provide the right equipment: employees should have access to appropriate safety equipment and protective items to mitigate risk of industrial accidents. This can include clothing, such as safety glasses and hard hats, or safety equipment, such as safety barriers and adequate lighting.
- Flexible work policies and family friendly policies: allowing employees flexibility with work hours allows them to manage their work and family obligations without having to choose between the two. This has been demonstrated to significantly reduce stress in employees with family commitments.

