




Return to  
**WorkSA**



Return to *work*.  
Return to *life*.

# Latest trends in Mentally Healthy Workplaces

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The background is a traditional Aboriginal dot painting, known as a 'wirl' or 'circular design'. It features a complex, repeating pattern of fine dots in a wide array of colors including red, orange, yellow, green, blue, and purple. The dots are arranged in a way that creates a sense of movement and depth, radiating from central points. A large, white rectangular box is centered on the page, containing two paragraphs of text in a grey, italicized font.

*We recognise that Aboriginal and Torres Strait Islander people are the First Peoples of Australia.*

*We acknowledge that we are meeting on the traditional lands of the Kurna people and we pay our respects to the Kurna people, and their Elders, past, present and emerging.*



# Your supports



## Need support?

Our free, anonymous Forums and confidential Support Services are open 24/7 for everyone in Australia.



**Call a counsellor**

1300 224 636 for phone counselling



**We're here for you**

 **13 11 14** [lifeline.org.au](https://www.lifeline.org.au)



# A quick introduction...

## **Mardi Webber and Holly Mason**

Mentally Healthy Workplaces Consultants

ReturnToWorkSA

*Assist industry & workplaces in the development of strategies and activities that support a mentally healthy workplace*



## **Paul Findlay**

WHS Advisor, Workplace Education

SafeWork SA

*Committed to safe workplaces for all South Australians by providing free and tailored information, support and advice to workplaces*



# Trend #1

*Workplace wellbeing is not just a 'nice to have' – it's an imperative*



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# Creating a mentally healthy workplace



## Protect

Identify and manage work-related risks to mental health

## Respond

Identify and respond to support people experiencing mental ill-health or distress

## Promote

Recognise and enhance the positive aspects of work that contribute to good mental health



# What can workplaces do?

- ✓ Implement a formalised and holistic approach to workplace wellbeing
- ✓ Everyone's responsibility, but leaders can have a positive impact - executive KPI's
- ✓ Embed in strategic plan
- ✓ Consult with staff
- ✓ Make it part of everyday business as usual



## Trend #2

# *'Quiet quitting'*





# Quiet quitting

*These employees are filling a seat and watching the clock.*

*They put in the minimum effort required, and they are psychologically disconnected from their employer.*

*Although they are minimally productive, they are more likely to be stressed and burnt out than engaged workers because they feel lost and disconnected from their workplace.*



**Quiet quitting**  
*(Not engaged)*

State of the Global Workplace 2023 Report, Gallup

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# What can workplaces do?

- ✓ Consult with staff – then commit to take action
- ✓ Build strong sense of connection
- ✓ Meaning and purpose in work
- ✓ Think about what a citizenship culture looks like for your workplace
- ✓ Educate leaders in psychological safety



## Trend #3

*All workplaces need to explore strategies to support flexible working*



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# What can workplaces do?

- ✓ Educate leaders and employees
- ✓ Consider what flexible work looks like for your organisation
- ✓ Consult with staff
- ✓ Pilot with different areas of the business
- ✓ *The Flexible Workplace: Managing hybrid work environments* – [Pre-recorded webinars \(rtwsa.com\)](https://rtwsa.com)



# Trend #4

## *Financial wellbeing*





**People experiencing financial challenges are twice as likely to experience mental health challenges and vice versa.**



(ASIC and Beyond Blue, 2022)

## **Financial stigma**

Shame, a sense of failure and reluctance to speak or seek help about financial challenges. This is due to concerns about what other people might think.



# What can workplaces do?

- ✓ Implement a holistic approach to wellbeing – include financial health
- ✓ Contact EAP, super or associated financial institutions – they may offer free education
- ✓ RUOK – Spot the signs, ASIC Moneysmart
- ✓ New Access for Small Business Owners
- ✓ Beyond Blue *Services Guide for Financial & Mental Wellbeing*



## Trend #5

# *Psychosocial hazards and risks*





## Psychosocial hazards that may arise at work

- Job demands
- Low job control
- Poor support
- Lack of role clarity
- Poor organisational change management
- Inadequate reward and recognition
- Poor organisational justice
- Traumatic events or material
- Remote or isolated work
- Poor physical environment
- Violence and aggression
- Bullying
- Harassment including sexual harassment
- Conflict or poor workplace relationships and interactions

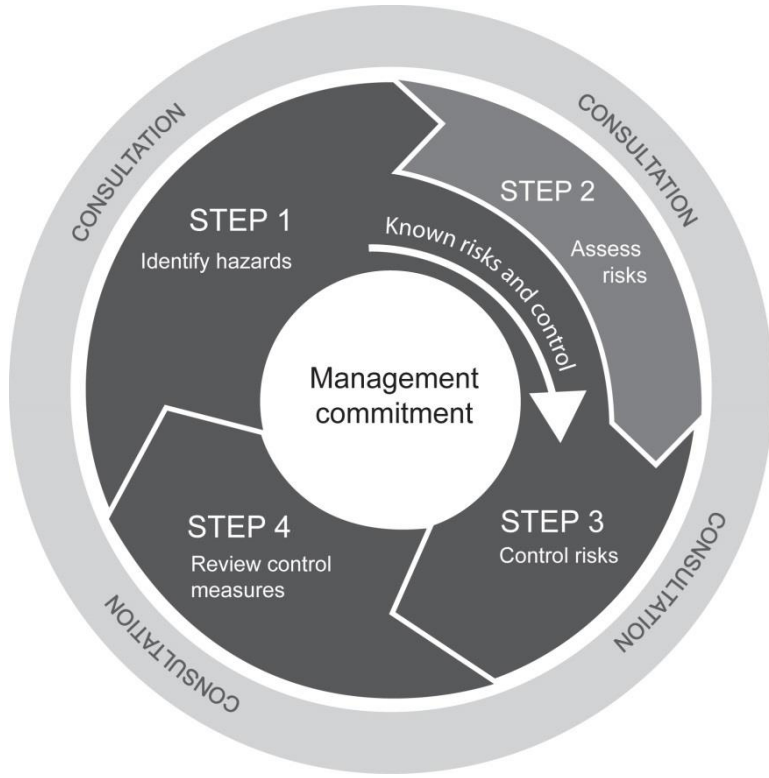
# Risk management approach

Manage workplace risks to psychological health as you would for physical health and safety

- Step 1: Identify the hazards
- Step 2: Assess the risks
- Step 3: Control the risks
- Step 4: Review

Do this in consultation with workers

*Image from How to Manage Work Health Safety Risks Code of Practice 2011*





# What can workplaces do?

- ✓ Address psychosocial hazards and risks as part of your WHS system
- ✓ Consult with staff
- ✓ Implement appropriate controls
- ✓ Tap into the free tools and resources



## Resources

Safe Work Australia [Model Code of Practice: Managing psychosocial hazards at work | Safe Work Australia](#)

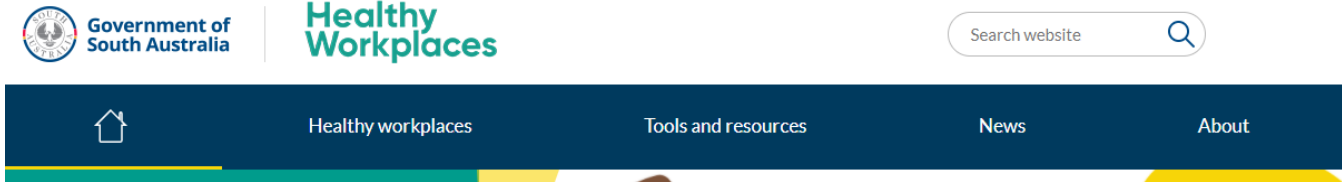
People at Work [People at Work](#)



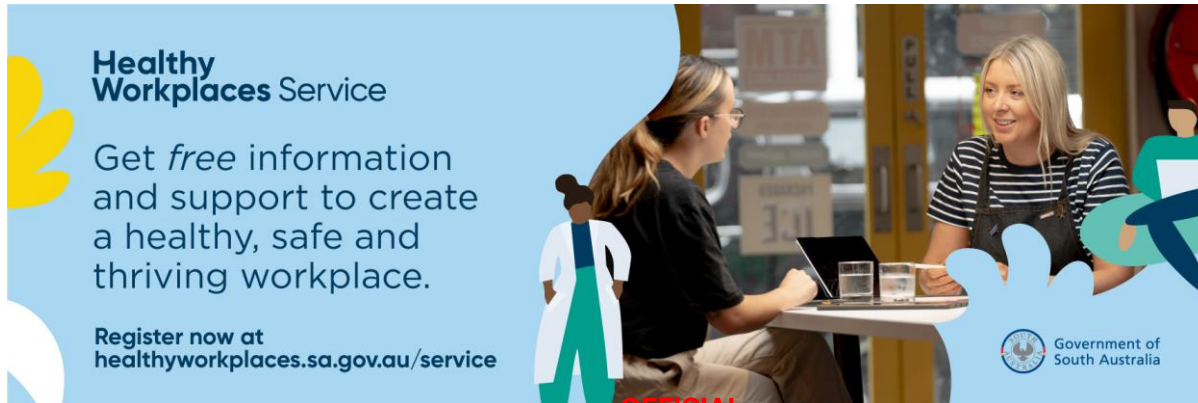
# *Supports and Services*



# Healthy Workplaces Website and Service

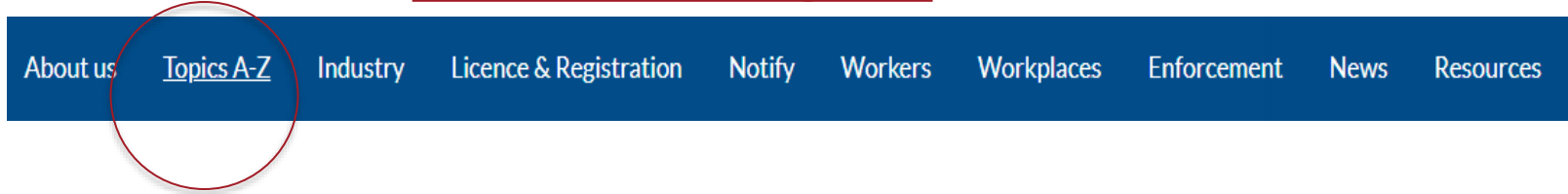


Healthy Workplaces Website and Service – [www.healthyworkplaces.sa.gov.au](http://www.healthyworkplaces.sa.gov.au)



# SafeWork SA support & services

SafeWorkSA website [www.safework.sa.gov.au](http://www.safework.sa.gov.au)



Contact a WHS Advisor at SafeWork SA

- Free, tailored face to face support & practical advice (mainly small business)
- Call 1300 365 255 or email <https://www.safework.sa.gov.au/about-us/contact-us/contact-a-whs-advisor>



# ReturnToWorkSA supports and services

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