

DID YOU KNOW?

HEALTH AND SAFETY IN THE WORKPLACE INCLUDES MENTAL HEALTH.



You have the right to a safe workplace – including a safe environment for your mental health.

If your work is harming your mental health, it can impact how you feel, think, and behave at work, at home, and in the community. Maintaining good mental health at work is not about learning to cope, it's about eliminating the causes of psychological harm in the same way we remove physical hazards to prevent injury.

Your employer is responsible for ensuring you have a safe and healthy work environment. If you think your workplace is unsafe and affecting your mental health, you have the right to speak up and get help to fix the problems.

Signs of mental health injuries

If you have noticed any of the following in yourself or your work mates, it could be a sign your workplace is contributing to poor mental health:

Physical signs:

- Feeling tired all the time
- Getting sick more often
- Headaches
- Sleeping more or less
- Weight loss or gain

Behavioural signs:

- Difficulty concentrating
- Feeling less interested in day-to-day activities
- Feeling low or less confident
- Avoiding social activities
- Not getting things done
- Short temper and irritability

Common mental health risks at work

- Bullying
- Unfair, disrespectful, or discriminatory treatment
- Isolated or remote work
- Exposure to traumatic events or violence
- Gendered violence such as sexual harassment or assault
- High risk work arrangements such as night shift work
- Job insecurity such as casual or gig work
- Exploitation such as unpaid wages or entitlements
- Extremely high or low job demands
- Lack of control over your work

What can I do if I think my work environment is unsafe for my mental health?

If you think your workplace is harming your mental health, you have the right to speak up and get support. Your work colleagues may be thinking the same way. Working together with other workers to remove mental health risks before anyone reaches a crisis point can reduce the impact of poor mental health. Your union and your Health and Safety Representatives can be good sources of information on how to address risks in the workplace.

Things you can do:

- Start keeping a log of any incidents of events that you think have affected your mental health.
- Speak to a healthcare professional like a GP about the impact your work is having on your mental health
- Talk to your Health and Safety Representative or contact your union
- Book an appointment with the Migrant Workers Centre
migrantworkers.org.au/get_help
- Contact a helpline for support:
Lifeline 13 11 14 lifeline.org.au
Victorian Suicide Line 1300 651 251
www.suicideline.org.au
Beyond Blue 1300 269 438
www.beyondblue.org.au

Nearly half of all people living in Australia experience poor mental health at some point and people commonly seek support.

If you have experienced harm to your mental health, you have the right to paid time off to recover and to have your medical costs covered by WorkCover. All workers in Victoria are covered, including people on temporary visas.

Go to worksafe.vic.gov.au to find out how to make a claim or contact the Migrant Workers Centre.



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