



Mental health inquiry – draft report

Factsheet: Workplaces / Businesses

Two-way link between employment and mental health

There are strong two-way links between employment and mental health.

Being employed can improve mental health and mentally healthy workplaces are important to maintain the good mental health of those who work there.

But some workplaces can have negative impacts on mental health.

\$17 BILLION PER YEAR

Estimates for the cost of workplace absenteeism (the inability to go to work) and presenteeism (the inability to fully function at work) due to mental ill-health range from \$13 billion to \$17 billion per year.

There are potential high returns to employers from investing in strategies and programs to create mentally healthy workplaces in terms of:

- Lower absenteeism.
- Increased productivity.
- Reduction in compensation claims.

But employers are looking for assistance about what works and how to implement it.

Working can give people:



A sense of identity.



Purpose.



Life satisfaction.



Increased social interaction.



Provide regular communication and shared experiences with people outside of an individual's family.



To see all of our recommendations and read our full draft report, or to access our other fact sheets please go to www.pc.gov.au or google search productivity commission mental health report.

Mental health related workers compensation claims are more costly and require more time off work than other claims

\$25K +

The typical cost of a mental health related claim was \$25,650 compared with \$10,600 for all other claims.



The typical time of work was 16.2 weeks compared with 5.7 weeks for all other claims.

The Productivity Commission's Inquiry makes a number of recommendations to address these issues:



Making psychological health and safety as important as physical health and safety.



Workplace health and safety agencies develop and implement codes of practice to assist employers, especially small employers, better manage mental health risks in the workplace.



Provision of medical treatment for mental health related workers compensation claims, irrespective of liability, until the injured worker returns to work or up to a period of six months following lodgement of claim.



Workplace health and safety agencies and employers work together to collect and disseminate information on the effectiveness of workplace mental health initiatives.



To see all of our recommendations and read our full draft report, or to access our other fact sheets please go to www.pc.gov.au or google search productivity commission mental health report.