

# Making work, work better

**One minute brief**

## The main story

**One of the biggest risks to worker wellbeing may be something you don't see.**

Mental health challenges are widespread in Australian workplaces, but the warning signs are often hidden. Many workers continue to perform their jobs while struggling beneath the surface, meaning concerns may go unnoticed until they appear as disengagement, absenteeism, turnover or psychological injury claims. By the time these signs become visible, they are often more complex, more disruptive and harder to address.

## Why this matters

### 1. Mental health is influencing career decisions

Almost half of workers would take a pay cut for a job that's better for their mental health.<sup>3</sup>

### 2. Job design is key

High job demands aren't necessarily harmful *if* workers have the control, support, clarity and resources to manage them.<sup>2</sup>

### 3. Risk concentrates in hotspots

Psychosocial risk is more prevalent in high-demand, low-control and customer facing work environments.<sup>2</sup>

### 4. The awareness-to-action gap

Half of employers have systems in place to identify and manage psychosocial risks, but only 21% are actively using them.<sup>3</sup>

## So what's next?

**Awareness was the work of the last decade.  
Action is the work of this one.**

To identify hidden risks and prevent issues from escalating, organisations should ask:

- ➔ Do we know where psychosocial risks are concentrated?
- ➔ How are we identifying and assessing them?
- ➔ What factors can we influence through job design?
- ➔ Do managers have the capability, tools and authority to act?

## Standout stats<sup>3</sup>



### 45% of workers

would not feel comfortable disclosing a mental health condition to their employer



### 46% of workers

would accept a pay cut for a job that was better for their mental health



### 1 in 3 workers

have left a job because of its impact on their mental health



### 25% of workers

have seriously considered leaving their current role due to mental health



### Half of employers

believe they have effective systems to identify and manage psychosocial hazards



### Only 21% of employers

can recall conducting a psychosocial risk assessment in the past 12 months



To explore this topic in greater depth, including referenced sources and practical resources, [click here](#) and **turn this year's findings into action.**