Appendix B – Other Resources

Australian Centre for Grief and Bereavement - https://grief.org.au/

Better Health Channel - https://www.betterhealth.vic.gov.au/

Black Dog Institute – Workplace Mental Health Toolkit
https://blackdoginstitute.org.au/docs/default-source/education-resources/black-dog-institute-mental-health-toolkit-2017.pdf

Centre for Culture, Ethnicity and Health - https://www.ceh.org.au/

Comcare and Australian Public Service Commission published Working Together: Promoting mental health and wellbeing at work
https://apo.org.au/sites/default/files/resource-files/2013-08/apo-nid186551.pdf

Headspace – Managing your mental health and disclosure in the workplace.
https://headspace.org.au/young-people/managing-your-mental-health-and-disclosure-at-work/

HeadsUp – State of Mental Health in the Workplace
https://www.headsup.org.au/docs/default-source/resources/bl1270-report---tns-the-state-of-mental-health-in-australian-workplaces-hr.pdf?sfvrsn=8

HealthDirect - https://www.healthdirect.gov.au/

Human Rights Commission Workers with Mental Illness: a Practical Guide for Managers
https://humanrights.gov.au/our-work/1-mental-health-workplace

NAT Tool National Self Insurer WHS Audit Tool (NAT CTH) Standards 2.1.4, 3.3.1, 3.3.2, 3.3.3, 3.3.4, 3.3.5, 3.3.7, 3.3.8, 3.3.9, 3.3.10, 3.3.11, 4.2.1
https://www.comcare.gov.au/about/forms-publications/documents/publications/audit-tools/whs-self-insurer-audit-tool-user-guide.pdf

SBS - information on various topics in multiple languages
https://www.sbs.com.au/language/en

Headspace University Support Program
https://headspace.org.au/professionals-and-educators/educators/university-support/

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Legislative Resources and Guidelines

RELEVANT LEGISLATION

- Work Health and Safety Act 2011 (Cth)
  https://www.legislation.gov.au/Series/C2011A00137

- Work Health and Safety Regulations 2011 (Cth)
  https://www.legislation.gov.au/Details/F2019C00050

- Work Health and Safety Amendment (Managing Psychosocial Risk and Other Measures) Regulations 2022
  https://www.legislation.gov.au/Details/F2023L00012

- Disability and Discrimination Act, 1992 (Cth)
  https://www.legislation.gov.au/Details/C2013C00022

- Model Code of Practice: Managing psychosocial hazards at work | Safe Work Australia https://www.safeworkaustralia.gov.au/doc/model-code-practice-managing-psychosocial-hazards-work

GUIDANCE FROM REGULATORY BODIES

Comcare

- ➢ Psychosocial hazards | Comcare https://www.comcare.gov.au/safe-healthy-work/prevent-harm/psychosocial-hazards

- ➢ Your mental health responsibilities at work | Comcare https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces/mental-health-responsibilities

- ➢ Supporting mentally healthy workplaces | Comcare https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces

- ➢ Good work design I Comcare https://www.comcare.gov.au/safe-healthy-work/healthy-workplace/good-work-design?utm_source=swift&utm_medium=SIF&utm_campaign=launch&utm_id=GWD&utm_content=link

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Safe Work Australia

➢ Work-related psychological health and safety: A systematic approach to meeting your duties | Safe Work Australia
https://www.safeworkaustralia.gov.au/doc/work-related-psychological-health-and-safety-systematic-approach-meeting-your-duties-archived

➢ Psychosocial hazards | Safe Work Australia
https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/psychosocial-hazards

➢ Managing psychosocial hazards at work - infographic
https://www.safeworkaustralia.gov.au/doc/infographic-managing-psychosocial-hazards-work

International Organisation for Standardisation

➢ ISO - ISO 45003:2021 - Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks
https://www.iso.org/standard/64283.html?msclkid=429d44fbcf3911eca30a7ff329288e27

FURTHER GUIDANCE AND SUPPORT MATERIAL

Comcare

• Work demands | Comcare https://www.comcare.gov.au/safe-healthy-work/prevent-harm/work-demands-2

• Mental notes I Comcare
https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces/mental-notes

• Your mental health responsibilities at work | Comcare
https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces/mental-health-responsibilities

• Employees and other workers | Comcare
https://www.comcare.gov.au/roles/workers

• Middle managers and supervisors | Comcare
https://www.comcare.gov.au/roles/middle-managers

• Senior managers and executives | Comcare
https://www.comcare.gov.au/roles/senior-managers

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- PCBUs | Comcare https://www.comcare.gov.au/roles/pcbu

- WHS duties | Safe Work Australia https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/whs-duties

- Regulatory guide - Duties of workers | Comcare https://www.comcare.gov.au/scheme-legislation/whs-act/regulatory-guides/duties-of-workers

- Regulatory guide - Duties of officers | Comcare https://www.comcare.gov.au/scheme-legislation/whs-act/regulatory-guides/duties-of-officers
- Worker and other person duties | Safe Work Australia https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/whs-duties/worker-and-other-person-duties

- Comcare LMS About Comcare training | Comcare https://www.comcare.gov.au/about/training/about-comcare-training#create-account
  - A Managers Guide to Mental Health
  - Managing Someone with a Mental Health Condition
  - Wellness Action Plan for Managers
  - Wellness Action Plan for Workers
  - Introduction to Psychological Health and Safety in the Workplace

Safe Work Australia

- What psychosocial hazards sound like https://www.safeworkaustralia.gov.au/doc/what-psychosocial-hazards-sound

- Preventing workplace sexual harassment guide https://www.safeworkaustralia.gov.au/doc/preventing-workplace-sexual-harassment-guide

- Guide for preventing and responding to workplace bullying https://www.safeworkaustralia.gov.au/doc/guide-preventing-and-responding-workplace-bullying

- Preventing workplace violence and aggression guide https://www.safeworkaustralia.gov.au/doc/preventing-workplace-violence-and-aggression-guide

- Family and domestic violence at the workplace – information sheet https://www.safeworkaustralia.gov.au/doc/family-and-domestic-violence-workplace-information-sheet

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- Workplace sexual harassment – advice for workers https://www.safeworkaustralia.gov.au/doc/workplace-sexual-harassment-advice-workers

- Workplace violence and aggression – advice for workers https://www.safeworkaustralia.gov.au/doc/workplace-violence-and-aggression-advice-workers

- Dealing with workplace bullying - a workers' guide https://www.safeworkaustralia.gov.au/doc/dealing-workplace-bullying-workers-guide

- PCBU Duties | Safe Work Australia https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/whs-duties/pcbu-duties

- Managing risks | Safe Work Australia https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/managing-risks

- Resources | Safe Work Australia https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/resources

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