

How we can help you create a mentally healthy workplace

The ReturnToWorkSA Mentally Healthy Workplaces Service provides organisations with a range of free support services to help them create and maintain a mentally healthy workplace.

Our free services include:

- Tailored support and advice based on your individual workplace needs
- Education around the benefits of having a thriving workplace, and how to build a business case within your organisation
- Access to our mentally healthy workplaces skill building program, online course and pre-recorded webinars
- Industry specific education and support on workplace mental health by partnering with key industry groups and associations
- Collaboration opportunities and referral to our Employer Education Advisors regarding best practice recovery and return to work.

To speak with our Mentally Healthy Workplaces team, contact us on **08 8233 2310** or email **mentallyhealthy@rtwsa.com**

Suicide and crisis support

To talk to someone now, contact these 24 hour support services:

Lifeline www.lifeline.org.au	TEXT 0477 13 11 14 13 11 14
Suicide Call Back Service www.suicidecallbackservice.org.au	1300 659 467
Mental Health Triage Service	13 14 65
13 YARN www.13yarn.org.au	13 92 76

Other supports

Medicare Mental Health www.medicarementalhealth.gov.au	1800 595 212
New Access for Small Business Owners www.beyondblue.org.au	03 9250 8305

For life-threatening emergencies, call **000**

Your support team

Mentally Healthy Workplace Consultants



Mardi Webber

Mardi is a registered psychologist with over 30 years experience in work health safety and injury management across a diverse range of industries and workplaces. Mardi's passion is in the area of workplace mental health, and is committed to supporting employers and employees in South Australia to thrive at work.



Holly Mason

With experience in organisational development and workplace wellbeing, Holly is dedicated to providing expert guidance and support to help organisations foster a thriving workplace. As a registered psychologist, Holly is a strong advocate for evidence-based approaches, drawing on the latest research and best practices to meet the unique needs of employers and industry.

Tools and Resources

To find out more about our Mentally Healthy Workplaces Service visit our website **www.rtwsa.com** or scan the QR code.



To contact ReturnToWorkSA in a language other than English, call the Interpreting and Translating Centre (ITC) on 1800 280 203 and ask the consultant to organise a telephone interpreter in your language and to then be connected to ReturnToWorkSA on 13 18 55.

People with hearing/speech impairments can contact ReturnToWorkSA using the National Relay Service.



Mentally Healthy Workplaces Service

Supporting your business to create a safe, productive and thriving workplace.



What is a mentally healthy workplace?

A mentally healthy workplace is a workplace that protects, responds to, and promotes positive mental health for everyone.¹

A mentally healthy workplace places the same importance on both mental and physical health and safety in the workplace. It promotes a positive, respectful culture where everyone plays a role in fostering a safe, thriving workplace.

Benefits of a mentally healthy workplace

It makes good business sense to invest in employee mental health to improve workplace productivity and profitability.

Specific benefits to your business include:

- **Positive return on investment**
- **Reduced employee absenteeism**
- **Increased productivity**
- **Improved staff engagement and retention**
- **Being legally compliant (e.g. managing psychosocial hazards and risks).**²



Remember, creating a mentally healthy workplace can take time. It's OK to adopt an incremental approach. Taking small steps can make it feel more manageable.

¹. Australian Government: National Mental Health Commission (2024). Blueprint for Mentally Healthy Workplaces.
². SafeWork SA- www.safework.sa.gov.au
³. Adapted from the 'key pillars and principles' outlined in Australian Government: National Mental Health Commission (2024). Blueprint for Mentally Healthy Workplaces.
⁴. TNS & Beyond Blue (2014). State of Workplace Mental Health in Australia.
⁵. BeyondBlue (2014). Heads Up initiative: Employer of choice study.
⁶. Safe Work Australia- Key Work Health and Safety Statistics Australia 2025. <https://data.safeworkaustralia.gov.au/insights/key-whs-statistics-australia/latest-release>
⁷. Committee for Economic Development of Australia (CEDA) (2022). Mental Health and the Workplace: How can employers improve productivity through wellbeing?

The costs of poor workplace mental health

The financial cost of poor workplace mental health is significant. Australian workplace survey results have shown:

- 20% of employees take time off from work each year because they feel stressed, anxious, depressed, or mentally unhealthy.⁴
- Almost 50% of Australian employees have previously left a workplace because it had a poor environment in terms of mental health.⁵
- Psychological injuries are one of the most costly types of workplace injuries, often having longer recovery times and more time away from work than physical injuries.⁶

The cost to Australian businesses has been estimated to be up to \$39.9 billion per year, through reduced productivity, absenteeism, and workers compensation claims.⁷