

Factsheet Twenty-Three

Mental Health at Work

What is mental health?

Mental health is about how we think, feel, and behave. It includes our emotional, psychological, and social wellbeing. Good mental health helps us cope with stress, work productively, and make meaningful contributions to our community.

Why is mental health in the workplace important?

Mental health in the workplace is crucial for employee well-being, productivity, and overall success. Challenges like work-related stress, bullying, and unrealistic deadlines can impact mental health. Creating a supportive work environment is essential for promoting mental well-being.

What causes poor mental health at work?

- Work-related stress and pressure;
- Poor work-life balance;
- Bullying and harassment;
- Discrimination;
- Unclear job expectations;
- High job demands;
- Lack of support from colleagues and managers.

Certain behaviours at work can negatively affect your mental health are known as psychosocial hazards. These hazards can also result in physical harm. Employees can report these hazards to NT Work Safe.

What if my Mental Health impacts me at work?

Mental health can impact employees in different ways. It is important that Employers do not assume how a diagnosis may impact their employees.

If you require a reasonable adjustment to your work you can negotiate directly with your employer. For more information see *Factsheet Eighteen Negotiating with your Employer*.

Mental health conditions and their impacts may fluctuate so if supports are needed, they will need to be reviewed regularly.

Additionally, under the National Employment Standards, employees with a disability can request flexible working arrangements. See *Factsheet Four Flexible Working Arrangements* for more information.

Where can I go for counselling?

Remember, seeking help is a sign of strength, and it's essential to prioritise your mental health in the workplace. If you have any specific questions or need more information or assistance, please see the below:

Many workplaces offer an Employee Assistance Program (EAP) services that provide confidential counselling and support for employees facing mental health challenges

Your General Practitioner (GP) can provide you with a diagnosis and the appropriate referral. They are also able to create a mental health care plan if you are eligible for Medicare.

Otherwise, you can access free 24/7 phone counselling services.

- Lifeline 13 11 14
- Beyond Blue 1300 224 636
- Suicide Call Back Service 1300 659 467
- 13 YARN 13 92 76 (*for Aboriginal or Torres Strait Islander Peoples*)
- Qlife 1800 184 527 (*for LGBTQIA+ support*) (3PM – Midnight)

Where can I get more help?

NT Working Women's Centre Ph: 1800 817 055 www.ntwwc.com.au	Your Union Unions NT Ph: 8941 0001 www.unionsnt.com.au	NT Anti-Discrimination Commission Ph: 1800 813 846 adc.nt.gov.au
Australian Human Rights Commission Ph: 1300 656 419 www.humanrights.gov.au	Fair Work Ombudsman Ph: 13 13 94 www.fairwork.gov.au	Fair Work Commission Ph: 1300 799 675 fwc.gov.au
NT Police Ph: (emergency) 000 If calling from a mobile: 112	Office of the Commissioner of Public Employment (OCPE) Ph: 8999 4129 www.ocpe.nt.gov.au	NT WorkSafe Ph: 1800 019 115 www.worksafe.nt.gov.au
Your HR Department	Aboriginal Interpreter Service Ph: 1800 334 944 www.ais.nt.gov.au	To access an interpreter Interpreting and Translating Service NT Ph: 1800 676 254 www.itsnt.nt.gov.au/

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