

Psychological Health Management Guide

FOREMIND

A woman with reddish-brown hair, wearing a white t-shirt and a beige cardigan, is sitting at a desk and laughing heartily. She is looking towards the right. In the background, another person's arm and shoulder are visible. The scene is lit with warm, soft light, suggesting an indoor office environment. A laptop and a pair of glasses are on the desk in the foreground.

This guide provides a practical framework for Australian businesses to follow. It outlines how to transform your workplace from reactive to proactive and improve the Psychological Health of your organisation.

Why Psychological Health Matters

Psychological Health is also referred to as Psychosocial Health and Safety. There are different terms but the focus remains the same.

The cost to business

Mental health conditions accounted for 10.5% of serious workers' compensation claims in 2023, with median compensation reaching \$65,400 - significantly higher than for physical injuries.

These claims have increased by 97.3% compared to 10 years ago.

The cost to individuals

Workers with mental health conditions experience median time lost more than 5 times longer than other types of injuries.

The return-to-work rate for psychological injury claims is only 79.1%, compared to 91.6% for all claims.

The average yearly cost of workers under stress or experiencing mental health issues, is estimated at \$1,680 per employee, with absenteeism costing an additional \$825 per employee.

Legal & regulatory compliance

All states and territories across Australia now have obligations to manage Psychosocial Health and Safety.

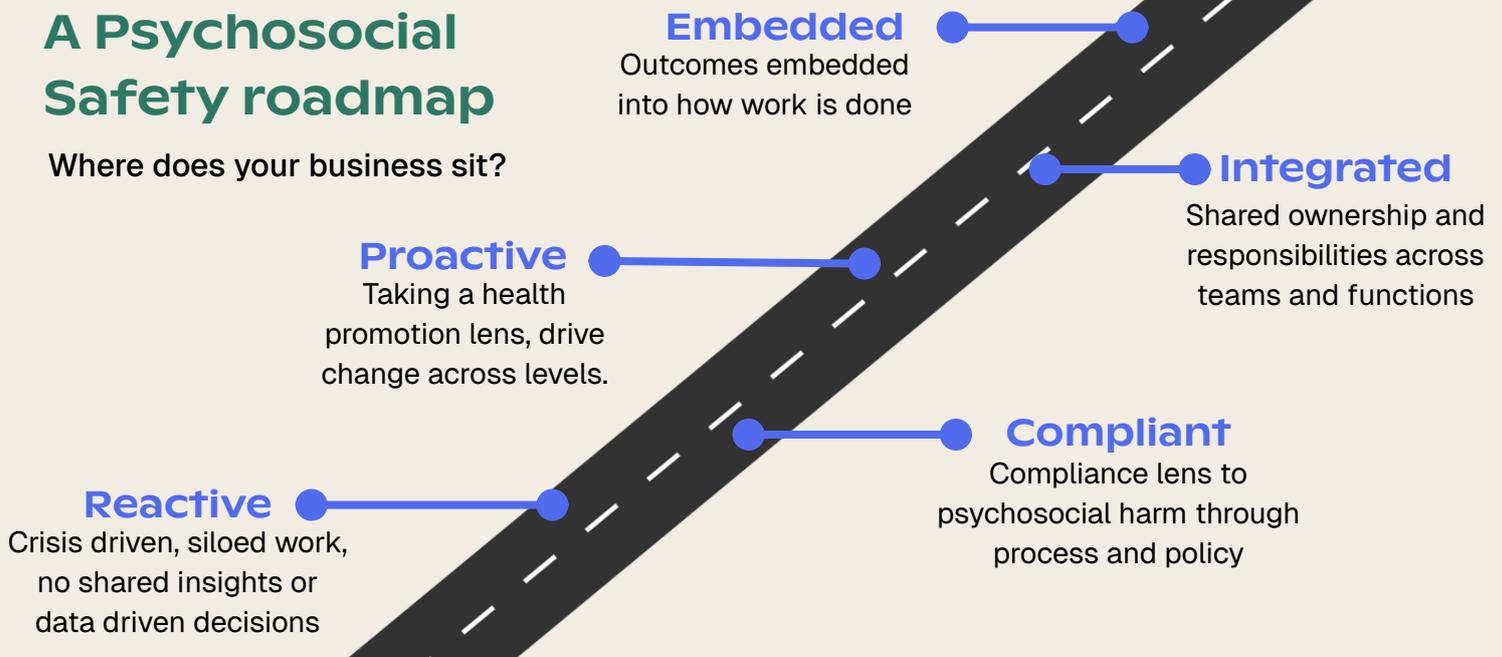
Victoria's new Occupational Health and Safety (Psychological Health) Regulations 2025 commenced on 1 December 2025, requiring organisations to identify, assess, and control psychosocial hazards with the same rigour as physical hazards.

The question isn't whether to act - it's how to move from reactive crisis management to proactive, strategic psychosocial safety.

Poor psychological health costs Australian business \$6 billion each year in lost productivity

A Psychosocial Safety roadmap

Where does your business sit?



Integrated Strategy, Not Just Compliance

Foremind addresses wellbeing and regulatory requirements by combining health promotion and harm prevention in one cohesive approach.



From reactive to proactive

Traditional EAPs operate in silos. Support happens, but insights vanish. Foremind captures anonymised, aggregated data from counselling, incidents, and risk assessments to create organisation wide visibility into patterns, allowing you to see systemic issues and take action on the hazards that matter most.

Evidence that drives action

Identify psychosocial risks before they escalate into injuries or claims. Combine risk identification with immediate support access to catch issues early reducing suffering and business costs.

Real support when it matters

Within 48 hour counsellor access means support happens in days, not weeks. This rapid response de-escalates situations, supports staff through challenges and facilitates successful re-engagement with meaningful work.

Close the loop with data

When EAP utilisation spikes around particular issues, it signals where psychosocial risks are impacting people. These insights feed back into your risk management process, helping you refine controls and demonstrate to regulators that you're taking a data-driven, systems approach.

Your wellbeing support and compliance obligations become one integrated strategy.

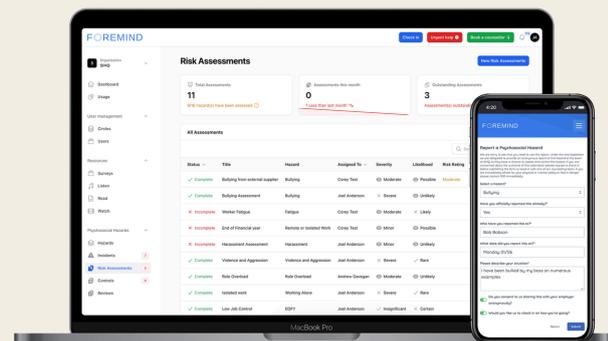
Real customer case study

We worked with a Healthcare company who never had an EAP.

- Implemented Foremind EAP and Psychosocial Hazard Management.
- Leadership promoted it across the business.
- Took time to complete psychosocial risk workshops.
- Listened to staff feedback and implemented work design changes that reduce fatigue.

Outcomes achieved:

- ✓ Reduced sick leave
- ✓ Reduced injuries
- ✓ Improved work culture



What the Regulators Want to See

In order to meet your requirements under the code of practice, there are a number of actions that need to be under-taken.

1

Documentation of identified risks and controls

Have you completed and documented a psychosocial risk register through consultation and organisational data?

2

Evidence of a reporting mechanism for workers

Have you implemented a system for workers to identify and report psychosocial hazards that is secure, and a reports investigations process and procedure?

3

Documentation of your consultation with workers to identify hazards

Have you formally consulted with your workers and have you documented the hazards identified and suggested controls co-designed with the team?

4

Systemic approach to managing psychosocial hazards

Have you implemented a system to identify your hazards based on best practice, taking into consideration industry risks and your individual organisational risks?

If you answered no to any of these questions you may not be meeting your regulatory obligations.

Your Next Steps to Compliance and Better Workplace Wellbeing

1

Assess your current state

Use this guide to understand where you sit

2

Speak with an expert

Book a discovery call to talk about your business needs

3

Get started

Choose your package and begin implementation, contact us at enquiries@foremind.com.au

Scan the QR code to request a quote today!

