

# Media Release

**The Hon Ben Carroll MP**  
Deputy Premier  
Minister for Education  
Minister for WorkSafe and TAC



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## NEW RULES TO PROTECT WORKERS' MENTAL HEALTH

The Labor Government is supporting workers' rights to a safe workplace with new protections for mental health.

The Labor Government will introduce new regulations strengthening how psychosocial hazards are managed by the end of the year, recognising psychosocial hazards to be as important as physical hazards and creating new obligations for employers to identify and control them in their workplaces.

Psychosocial hazards are work-related factors with a potential to cause harm, such as bullying, sexual harassment, aggression or violence and exposure to traumatic events.

These changes are in response to recommendations made by the *Boland Review*, the *Royal Commission into Victoria's Mental Health System* and the *Productivity Commission Inquiry into Mental Health*.

They aim to strengthen workplace health and safety laws to better address mental health and align with regulations introduced in other Australian states and territories.

It's anticipated the regulations will be made in October and take effect on 1 December this year.

A Compliance Code will be made to guide employers on how to meet their duties under the proposed regulations. Extra guidance will also be provided on how prevention plans can help identify actions they'll take to control psychosocial hazards.

Victoria has experienced an increase in work-related mental injuries, which represented 18 per cent of all new WorkCover claims in 2023-24, up from 16 per cent the previous year and nine per cent before 2009.

WorkSafe provides support and guidance to Victorian employers to reduce work-related risks to mental health through the WorkWell program, which has engaged with more than 16,000 workplaces since its 2017 launch, through grants, learning networks and resources.

### Quotes attributable to Deputy Premier and Minister for WorkSafe and the TAC Ben Carroll

*"Every worker deserves a safe workplace – and that includes one that is psychologically safe."*

*"Psychosocial hazards and mental injuries impact wellbeing and productivity across our community and economy, and it makes sense to do everything we can to prevent them."*

*"Mental injuries can have a devastating impact on workers' health, careers, and personal lives. It's crucial that employers do everything possible to reduce the risks – just as they must control the risks of physical injury."*

### Quotes attributable to WorkSafe Executive Director of Health and Safety Sam Jenkin

*"These changes send a clear message that employers must treat psychosocial hazards just as seriously as they do physical hazards, while also supporting them with the tools they need to create mentally healthy workplaces."*

*"These regulations will provide clarity for employers about what they need to do to keep their workers safe from psychosocial hazards and uphold their duties under the OHS Act."*

**Media contact:** Grace Cramer 0447 913 851 | [grace.cramer@minstaff.vic.gov.au](mailto:grace.cramer@minstaff.vic.gov.au)