

Workplace wellbeing statistics

Put simply, when employees have more control over how they do their jobs, appropriate workloads, and more support, their health improves.¹

More than **55% of employees** who go on leave because of a psychological injury **are still away from their jobs after 6 months**, compared with 23% for physical injuries.²

Work pressure, harassment/bullying, and exposure to occupational or workplace violence accounted for more than half (51%) of serious mental health claims.³

Psychological workers compensation claims are **growing at 15 x the rate of physical claims**, while also costing 6 x as much to settle at \$85,000 average cost per claim corresponding to 175 days per claim.⁴

Mental health conditions, such as depression and anxiety, cost Australian businesses about **\$6 billion dollars each year** through absenteeism, reduced work performance, increased turnover rates and compensation claims. This is primarily because psychological injuries typically require three times more time off work than other injuries. Workplaces with poor psychological working conditions also accrue 43% more sick days per month. For every \$1 spent on mental health initiatives, there's an average return on investment of \$2.30.⁵

¹ Egan, M., et al. (2007) 'The psychosocial and health effects of workplace reorganisation. A systematic review of organisational-level interventions that aim to increase employee control', Journal of Epidemiology and Community Health, 61(11):945-54 doi: 10.1136/jech.2006.054965

² Towell, N (June 28, 2021), *Workers Mental Health Claims help put WorkCover back in the red*, The Age

³ Safe Work Australia, National Dataset for Compensation-based Statistics 3rd Edition (Revision 1)

⁴ Flourish DX (2022) 'What do the new WHS Regs mean for your company?', 3

⁵ SafeWork Australia (n.d) <https://safework.sa.gov.au/workers/health-and-wellbeing/mental-health#Common-causes>, SafeWork Australia, accessed 27 October 2022