

Psychosocial Safety & Employee Well-Being

A psychologically safe workplace isn't just a nice-to-have—it's essential for a thriving business.

Our fact sheet tackles what psychosocial safety is and how to have a mentally healthy workplace.



Creating a workplace that supports mental health and well-being

Employee well-being directly impacts productivity, engagement, and overall business success.

At Now Actually, we understand that fostering a supportive, mentally healthy work environment goes beyond compliance—it's about building a culture where employees feel valued, respected, and empowered.

What is Psychosocial Safety?

Psychosocial safety refers to the measures an organisation takes to prevent work-related stress, psychological harm, and risks that may impact employee well-being.

It's about recognising and managing factors that influence mental health at work, including:

- **Workload and job demands:** Avoiding excessive pressure, unrealistic deadlines, and role overload.
- **Workplace relationships:** Encouraging positive interactions, preventing bullying, harassment, and discrimination.
- **Job Control & Autonomy:** Providing employees with flexibility, decision-making power, and a sense of ownership over their work.
- **Recognition & Reward:** Acknowledging contributions and ensuring employees feel appreciated for their efforts.
- **Organisational Change Management:** Communicating changes effectively and offering support during transitions.
- **Support & Resources:** Ensuring access to mental health services, training, and well-being initiatives.

Why Psychosocial Safety Matters

Investing in psychosocial safety leads to measurable business benefits, including:

- **Improved productivity:** Employees who feel mentally supported are more engaged and efficient.
- **Reduced absenteeism and turnover:** A healthy workplace minimises stress-related leave and employee burnout.
- **Enhanced workplace culture:** A supportive environment fosters collaboration, trust, and job satisfaction.
- **Compliance with legislation:** Meeting WorkSafe Victoria standards ensures legal and ethical responsibility.

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Building a Psychosocial Safety Framework

A strong psychosocial and well-being strategy should integrate policies, training, and ongoing support. Here's how your organisation can create a resilient workplace:

Identify and Assess Risks

- Conduct regular employee surveys and risk assessments.
- Monitor workloads, work hours, and stress factors.
- Encourage open conversations about well-being and mental health.



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Implement Proactive Measures

- Set clear role expectations and provide adequate resources.
- Foster a culture of respect, inclusion, and psychological safety.
- Train leaders to identify and address psychosocial risks effectively.

Provide Support and Resources

- Offer Employee Assistance Programs (EAP) or access to mental health professionals.
- Promote work-life balance through flexible work arrangements.
- Establish confidential reporting channels for workplace concerns.



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Monitor and Review Regularly

- Evaluate the effectiveness of wellbeing initiatives.
- Adapt policies to reflect changes in workforce needs and legislation.
- Ensure ongoing leadership commitment to mental health and safety.

Taking Action: Let's build a Safer, Healthier Workplace

At Now Actually, we help businesses navigate psychosocial safety and employee wellbeing with practical, tailored HR solutions. From policy development to workplace training, we ensure compliance while fostering a supportive and engaged workforce.

Is your workplace equipped to support employee well-being? Let's work together to create a strategy that protects your people and strengthens your business. Contact us today to get started!

Contact Us

