

Psychological Injury Support and Recovery Policy

Purpose

[Business name] is committed to supporting workers experiencing psychological injury, mental health concerns, or work-related stress.

We recognise that early support and appropriate workplace responses can improve recovery and wellbeing outcomes.

Our approach

[Business name] will support workers by:

- responding early to concerns
- communicating respectfully
- maintaining confidentiality where possible
- providing reasonable support
- supporting safe participation at work where appropriate
- add your own.

Available supports

Support options may include:

- select any of the below or add your own
- flexible work arrangements
- workload adjustments
- leave options
- Employee Assistance Program (EAP)
- referral to external supports
- regular check-ins with supervisors.

Responsibilities

Management and supervisors

Managers and supervisors will:

- respond respectfully to concerns
- maintain privacy where appropriate
- communicate regularly with workers
- support agreed workplace adjustments
- escalate concerns where required
- add your own.

Workers

Workers are encouraged to:

- raise concerns early where possible
- participate in return-to-work and recovery planning
- communicate if supports are not effective.

Return to work and recovery

Where a worker is recovering from injury or illness, [Business Name] will work with them and other relevant parties to support safe and sustainable participation at work where reasonably practicable.

Review

This policy will be reviewed:

- every [12 months/2 years]
- following significant workplace changes
- after serious incidents in the workplace.

X

[Name, Position]

[Date]