



Appendix B – Other Resources

Australian Centre for Grief and Bereavement - <https://grief.org.au/>

Better Health Channel - <https://www.betterhealth.vic.gov.au/>

Black Dog Institute – Workplace Mental Health Toolkit

<https://blackdoginstitute.org.au/docs/default-source/education-resources/black-dog-institute-mental-health-toolkit-2017.pdf>

Centre for Culture, Ethnicity and Health - <https://www.ceh.org.au/>

Comcare and Australian Public Service Commission published Working Together:
Promoting mental health and wellbeing at work

<https://apo.org.au/sites/default/files/resource-files/2013-08/apo-nid186551.pdf>

Headspace – Managing your mental health and disclosure in the workplace.

<https://headspace.org.au/young-people/managing-your-mental-health-and-disclosure-at-work/>

HeadsUp – State of Mental Health in the Workplace

<https://www.headsup.org.au/docs/default-source/resources/bl1270-report---tns-the-state-of-mental-health-in-australian-workplaces-hr.pdf?sfvrsn=8>

HealthDirect - <https://www.healthdirect.gov.au/>

Human Rights Commission Workers with Mental Illness: a Practical Guide for Managers

<https://humanrights.gov.au/our-work/1-mental-health-workplace>

NAT Tool National Self Insurer WHS Audit Tool (NAT CTH) Standards 2.1.4, 3.3.1, 3.3.2, 3.3.3, 3.3.4, 3.3.5, 3.3.7, 3.3.8, 3.3.9, 3.3.10, 3.3.11, 4.2.1

<https://www.comcare.gov.au/about/forms-publications/documents/publications/audit-tools/whs-self-insurer-audit-tool-user-guide.pdf>

SBS - information on various topics in multiple languages

<https://www.sbs.com.au/language/en>

Headspace University Support Program

<https://headspace.org.au/professionals-and-educators/educators/university-support/>

Legislative Resources and Guidelines

RELEVANT LEGISLATION

- Work Health and Safety Act 2011 (Cth)
<https://www.legislation.gov.au/Series/C2011A00137>
- Work Health and Safety Regulations 2011 (Cth)
<https://www.legislation.gov.au/Details/F2019C00050>
- Work Health and Safety Amendment (Managing Psychosocial Risk and Other Measures) Regulations 2022
<https://www.legislation.gov.au/Details/F2023L00012>
- Disability and Discrimination Act, 1992 (Cth)
<https://www.legislation.gov.au/Details/C2013C00022>
- Model Code of Practice: Managing psychosocial hazards at work | Safe Work Australia
<https://www.safeworkaustralia.gov.au/doc/model-code-practice-managing-psychosocial-hazards-work>
- Work Health and Safety (Sexual and Gender-based Harassment) Code of Practice 2025
<https://www.legislation.gov.au/F2025L00326/latest/text>
- National Higher Education Code to Prevent and Respond to Gender-based Violence 2025
<https://www.legislation.gov.au/F2025L01251/asmade/text>

GUIDANCE FROM REGULATORY BODIES

Comcare

- Psychosocial hazards | Comcare
<https://www.comcare.gov.au/safe-healthy-work/prevent-harm/psychosocial-hazards>
- Your mental health responsibilities at work | Comcare
<https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces/mental-health-responsibilities>
- Supporting mentally healthy workplaces | Comcare
<https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces>

- Good work design | Comcare
https://www.comcare.gov.au/safe-healthy-work/healthy-workplace/good-work-design?utm_source=swift&utm_medium=SIF&utm_campaign=launch&utm_id=GWD&utm_content=link

Safe Work Australia

- Work-related psychological health and safety: A systematic approach to meeting your duties | Safe Work Australia
<https://www.safeworkaustralia.gov.au/doc/work-related-psychological-health-and-safety-systematic-approach-meeting-your-duties-archived>
- Psychosocial hazards | Safe Work Australia
<https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/psychosocial-hazards>
- Managing psychosocial hazards at work - infographic
<https://www.safeworkaustralia.gov.au/doc/infographic-managing-psychosocial-hazards-work>

International Organisation for Standardisation

- ISO - ISO 45003:2021 - Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks
<https://www.iso.org/standard/64283.html?msclkid=429d44fbcf3911eca30a7ff329288e27>

FURTHER GUIDANCE AND SUPPORT MATERIAL

Comcare

- Work demands | Comcare <https://www.comcare.gov.au/safe-healthy-work/prevent-harm/work-demands-2>
- Mental notes | Comcare <https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces/mental-notes>
- Your mental health responsibilities at work | Comcare <https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces/mental-health-responsibilities>
- Employees and other workers | Comcare <https://www.comcare.gov.au/roles/workers>

- Middle managers and supervisors | Comcare
<https://www.comcare.gov.au/roles/middle-managers>
- Senior managers and executives | Comcare
<https://www.comcare.gov.au/roles/senior-managers>
- PCBU's | Comcare <https://www.comcare.gov.au/roles/pcbu>
- WHS duties | Safe Work Australia <https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/whs-duties>
- Regulatory guide - Duties of workers | Comcare
<https://www.comcare.gov.au/scheme-legislation/whs-act/regulatory-guides/duties-of-workers>
- Regulatory guide - Duties of officers | Comcare
<https://www.comcare.gov.au/scheme-legislation/whs-act/regulatory-guides/duties-of-officers>
- Worker and other person duties | Safe Work Australia
<https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/whs-duties/worker-and-other-person-duties>
- Comcare LMS About Comcare training | Comcare
<https://www.comcare.gov.au/about/training/about-comcare-training#create-account>
 - A Managers Guide to Mental Health
 - Managing Someone with a Mental Health Condition
 - Wellness Action Plan for Managers
 - Wellness Action Plan for Workers
 - Introduction to Psychological Health and Safety in the Workplace

Safe Work Australia

- What psychosocial hazards sound like
<https://www.safeworkaustralia.gov.au/doc/what-psychosocial-hazards-sound>
- Preventing workplace sexual harassment guide
<https://www.safeworkaustralia.gov.au/doc/preventing-workplace-sexual-harassment-guide>
- Guide for preventing and responding to workplace bullying
<https://www.safeworkaustralia.gov.au/doc/guide-preventing-and-responding-workplace-bullying>

- Preventing workplace violence and aggression guide <https://www.safeworkaustralia.gov.au/doc/preventing-workplace-violence-and-aggression-guide>
- Family and domestic violence at the workplace – information sheet <https://www.safeworkaustralia.gov.au/doc/family-and-domestic-violence-workplace-information-sheet>
- Workplace sexual harassment – advice for workers <https://www.safeworkaustralia.gov.au/doc/workplace-sexual-harassment-advice-workers>
- Workplace violence and aggression – advice for workers <https://www.safeworkaustralia.gov.au/doc/workplace-violence-and-aggression-advice-workers>
- Dealing with workplace bullying - a workers' guide <https://www.safeworkaustralia.gov.au/doc/dealing-workplace-bullying-workers-guide>
- PCBU Duties | Safe Work Australia <https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/whs-duties/pcbu-duties>
- Managing risks | Safe Work Australia <https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/managing-risks>
- Resources | Safe Work Australia <https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/resources>