The ‘S’ in ESG – Social Sustainability

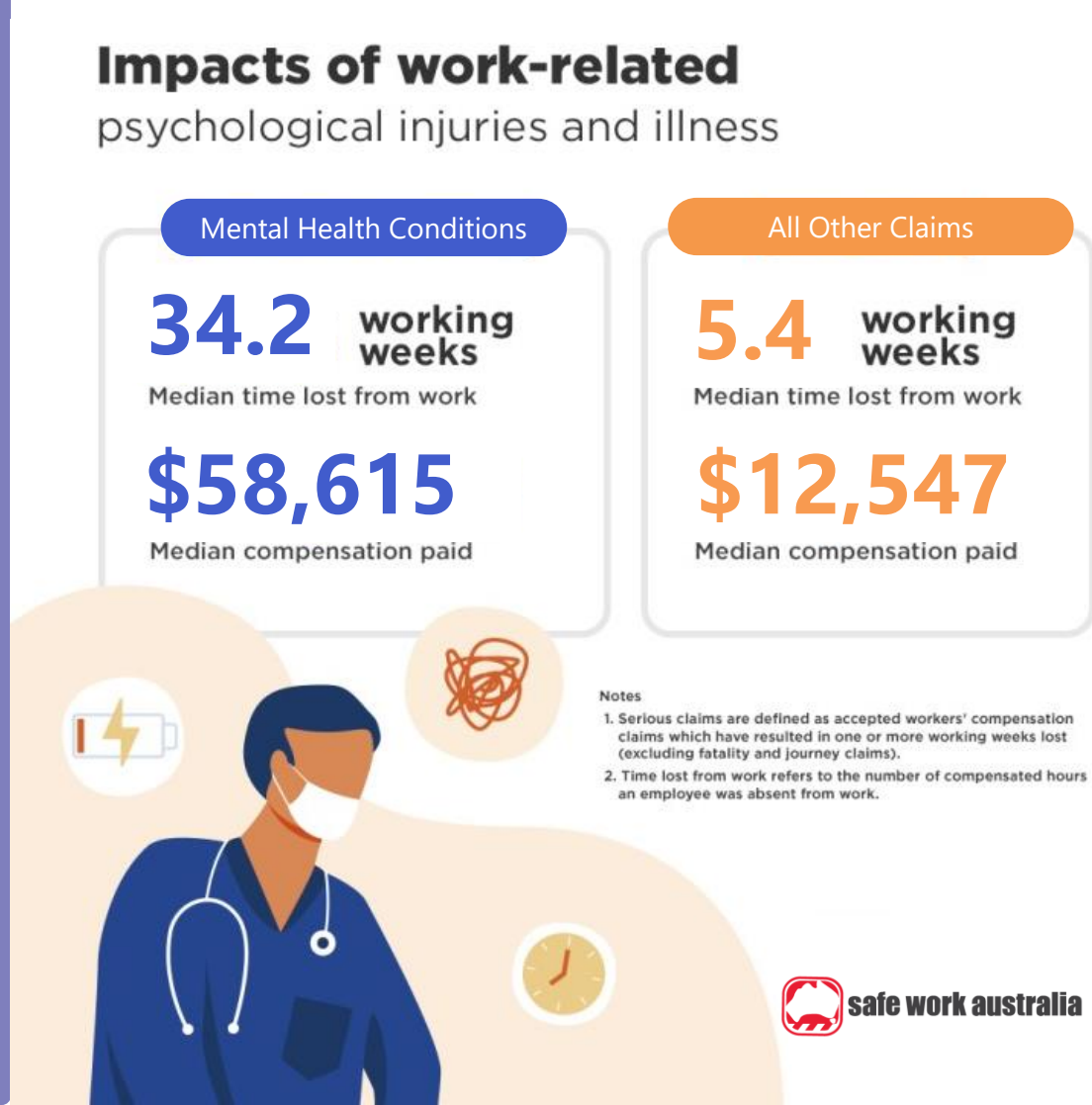
October 11 2023

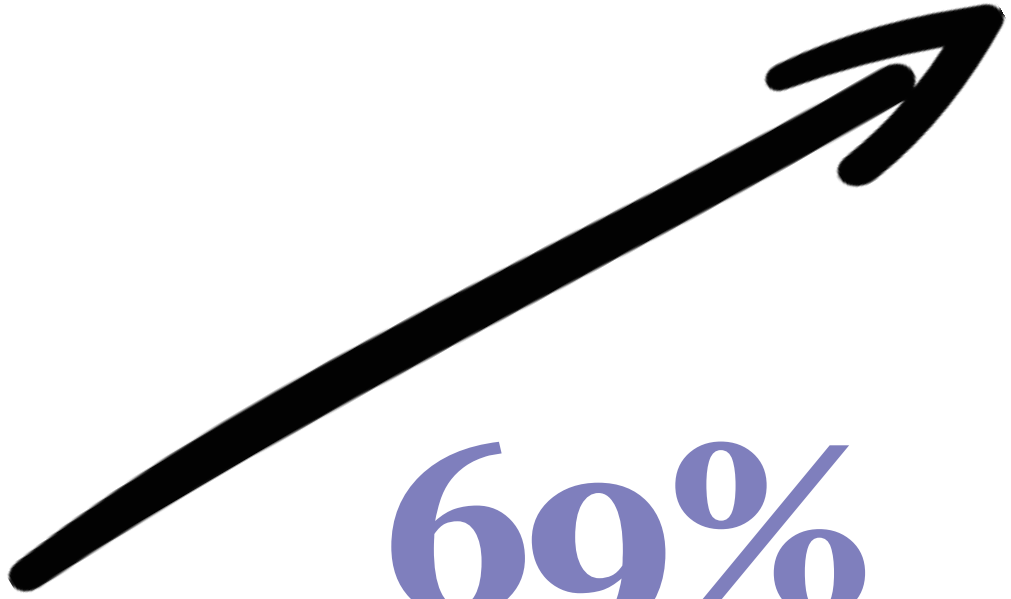
Jason van Schie

FlourishDx

© FlourishDx 2023

How are we performing in ‘S’ for worker mental health?





69%

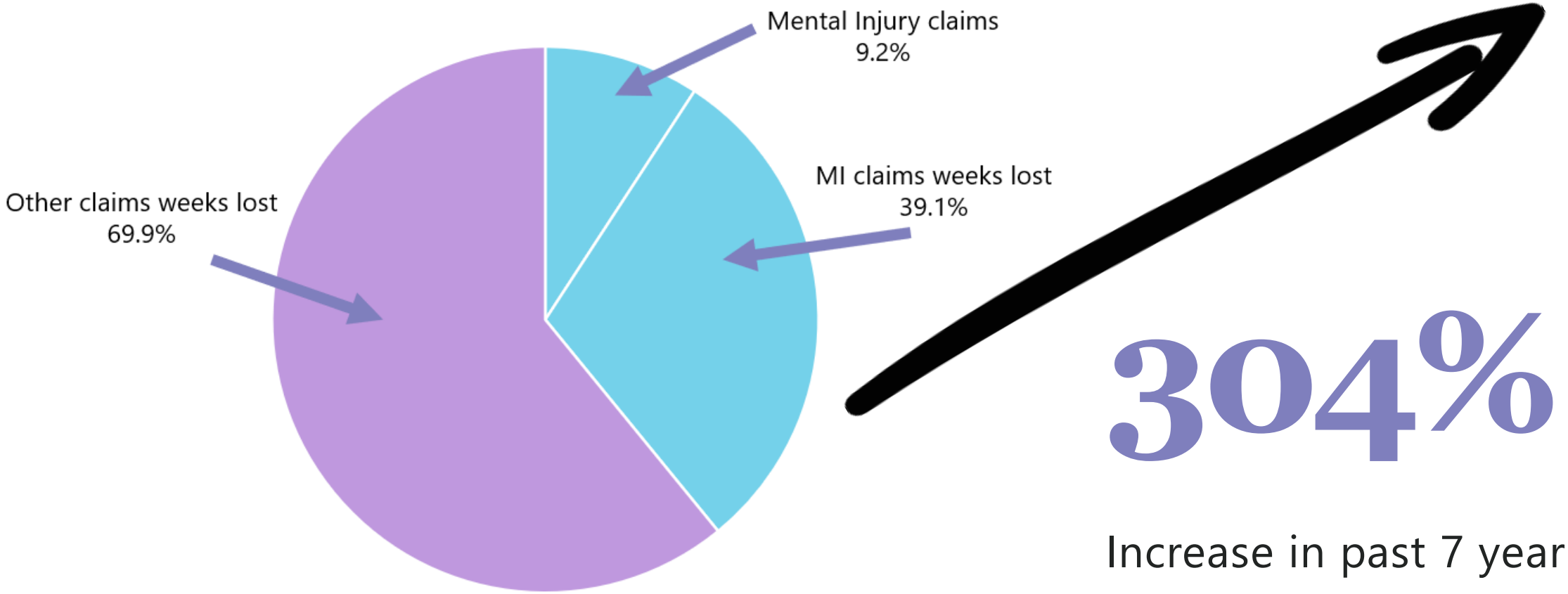
Increase in past 7 years

6,931 (2015-16) versus 11,700 (2021-22)

https://data.safeworkaustralia.gov.au/insights/key-whs-stats-2023

© FlourishDx 2023

Working weeks lost due to mental injuries



304%

Increase in past 7 years

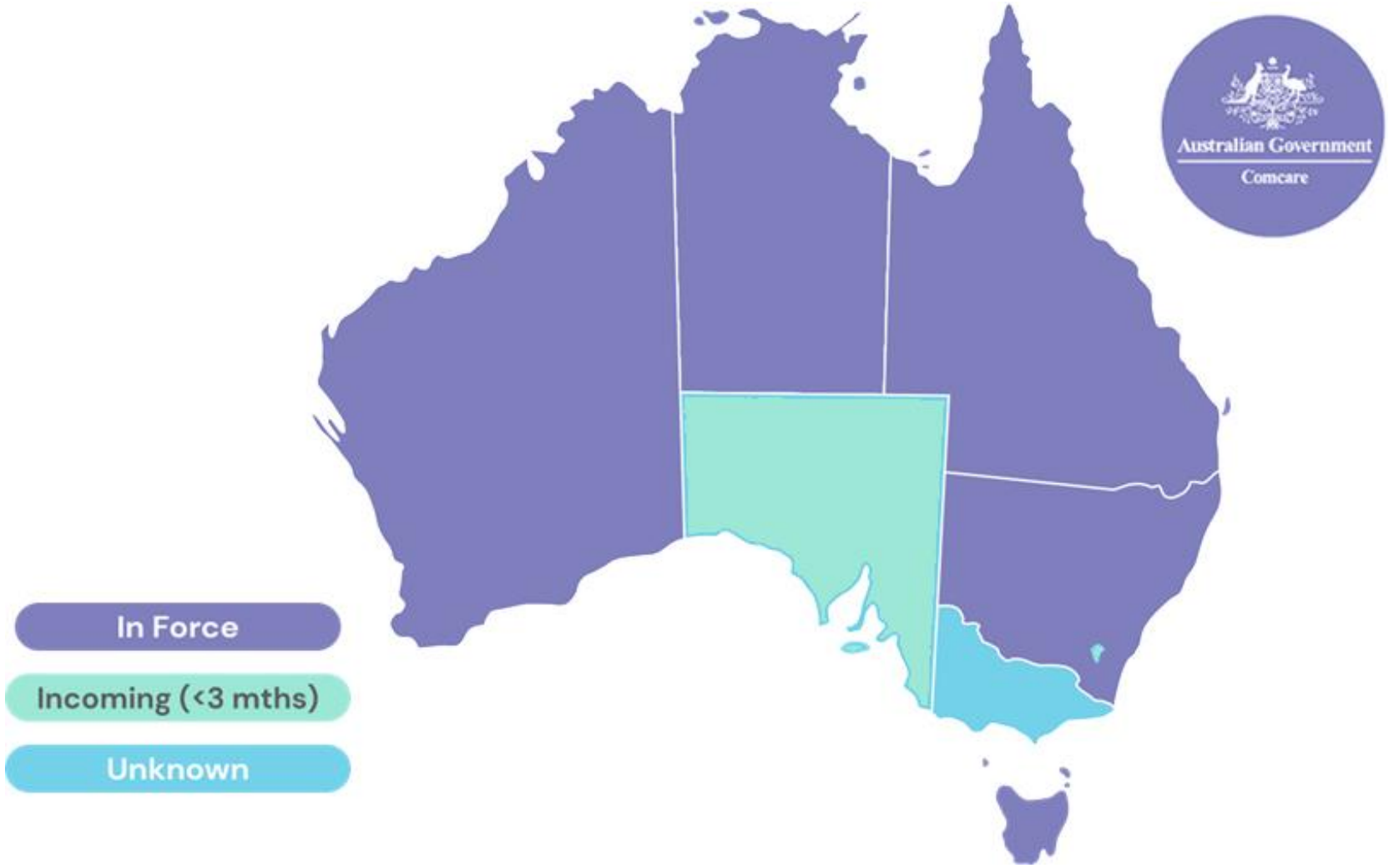
131,689 (2015-16) vs 400,140 (2021-22)

https://data.safeworkaustralia.gov.au/insights/key-whs-stats-2023

safe work australia

© FlourishDx 2023

Psychosocial Risk Regulations as of October 2023



© FlourishDx 2023

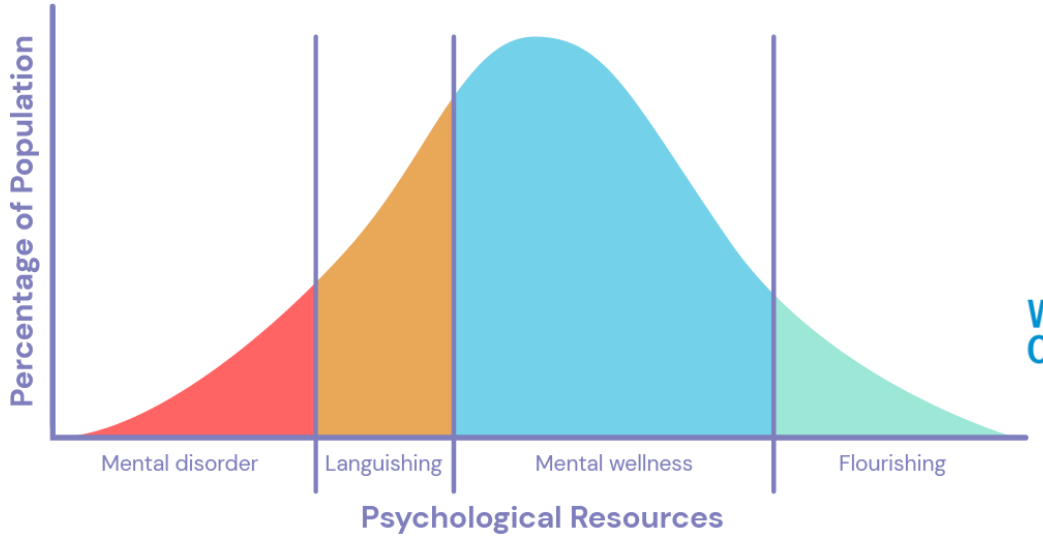
High-level PCBU obligations

Identify Psychosocial Hazards	Eliminate or minimise risk	Maintain control measures
Identify **reasonably foreseeable** psychosocial hazards that may cause **psychological harm**; irrespective of whether it may also cause physical harm	Controls must consider the **duration, frequency and severity** of hazard exposure, how hazards **may interact or combine**, the **design of work**, and the **systems of work**	Controls must be **effective**, **fit for purpose**, **suitable**, and **implemented correctly.** Controls must also be **reviewed** and, if necessary, **revised**

Source: SafeWork Australia Model Code of Practice

© FlourishDx 2023

The integrated model of workplace mental health



International Labour Organization

World Health Organization

Australian Government
National Mental Health Commission

Support to Ill-Health

- Professional MH Assistance
- Peer MH Network
- Injury Mgt & Return to Work
- Mental Ill-Health Ed & Help-Seeking

Prevent Harm

- Psychosocial Risk Management
- Psych Health & Safety Education
- Management Systems

Promote Flourishing

- Positive Work Design
- Mental Wellbeing Education & Tools
- Strengths Based Interventions

Most interventions focus here (reactive)

An international standard for psychological health and safety at work

ISO 45003:2021

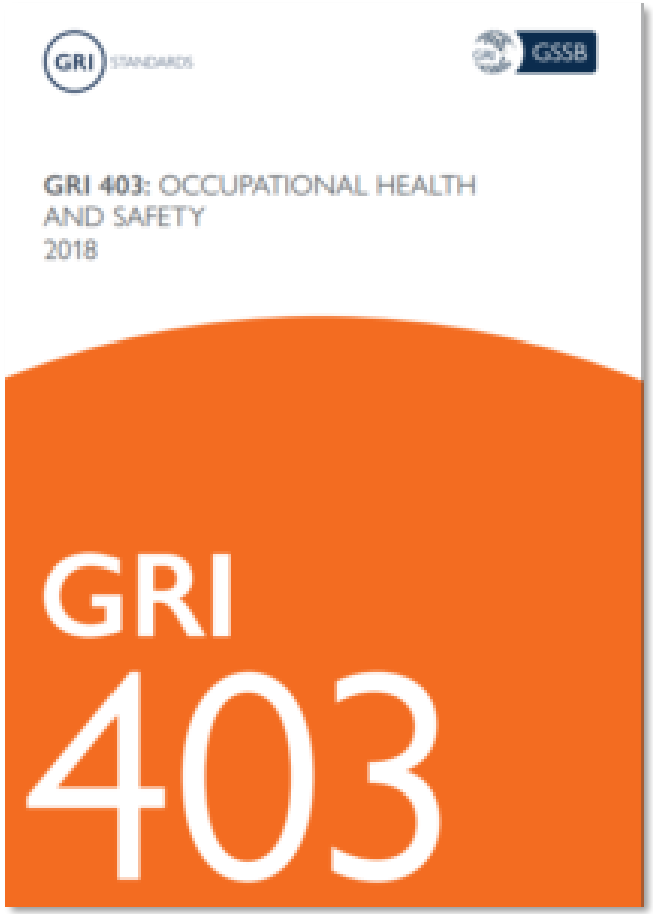
Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks

SUSTAINABLE DEVELOPMENT GOALS

This standard contributes to the following Sustainable Development Goals:

3 5 8 9 10 11 16

Sustainability reporting for PH&S

GRI STANDARDS

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018