

## Important facts

Mental and physical wellbeing are essential components of a safe and productive workplace. Physical health conditions, fatigue, stress, and psychological strain can affect concentration, decision-making and overall work performance. Identifying and addressing these factors early can help reduce workplace incidents, improve employee wellbeing, and support a positive safety culture.



## What impacts employee health?

- Stress in private life and home environment
- Isolation and loneliness
- Substance abuse and impairment
- Bullying and violence
- Understanding of training materials and confidence
- Physical and emotional challenges

- Workstation ergonomics and equipment setup, both in-office and off-site
- Sensory overload
- Posture and lifting techniques
- Accessibility to guidance, wellbeing programmes and counseling/support services
- Training standards and effectiveness



## What to look out for

- Regular mishaps and fatigue
- Changes in employee's normal behavior or social interaction patterns
- Looking to other staff members to respond to questions
- Delayed responses, reduced engagement or increased forgetfulness
- Late arrival and/or regular absence from work
- Avoidance of certain tasks
- Noticeable emotional distress or uncharacteristic emotional reactions

## What can you do

- Encourage regular wellbeing discussions, provide opportunities to raise health and wellness concerns
- Educate staff and promote awareness of mental and physical health
- Consider appointing mental health champions to support employee wellbeing
- Conduct regular inspections of staff work equipment and work stations, ensuring physical and mental comfort as part of the safety evaluation
- Have informational guides and support systems easily accessible and available to staff

