

Media Release

The Hon Ben Carroll MP

Deputy Premier

Minister for Education

Minister for WorkSafe and the TAC



Wednesday, 1 October 2025

PROTECTING THE MENTAL HEALTH OF WORKERS IN VICTORIA

The Allan Labor Government is strengthening workplace safety with new protections to support workers' rights to a mentally safe and healthy workplace.

Deputy Premier and Minister for WorkSafe and the TAC Ben Carroll today announced the new Occupational Health and Safety Regulations (Psychological Health) 2025 have been made and will commence on 1 December.

The new regulations recognise that psychosocial hazards are just as important as physical hazards, creating new obligations for Victorian employers to identify and manage risks associated with psychosocial hazards in their workplaces.

Psychosocial hazards such as bullying, sexual harassment, aggression or violence, and exposure to traumatic events or content continue to cause significant harm in Victorian workplaces.

Claims for work-related mental injuries in Victoria remain high, as community awareness grows and workers are encouraged to report injuries early ensuring they can receive immediate treatment and return to work faster. In 2024-25, 17 per cent of workplace injury claims to WorkSafe were reported as mental injuries.

The new regulations respond to recommendations made by the Boland Review, the Royal Commission into Victoria's Mental Health System and the Productivity Commission Inquiry into Mental Health.

The changes align with regulations introduced in other Australian states and territories and reinforce the existing duty of employers to provide a working environment that is safe and free from risks to health, including psychological health.

A Compliance Code and supporting resources are available to help employers understand how to meet their duties to control psychosocial hazards. This includes prevention plan templates for employers to use to help identify actions they'll take to manage these risks.

Both the regulations, and psychological hazards, will be a focus of WorkSafe's upcoming annual Health and Safety Month, which spotlights workplace health and safety throughout October.

For more information about psychological health and the new regulations, visit worksafe.vic.gov.au.

Quotes attributable to Deputy Premier and Minister for WorkSafe and the TAC Ben Carroll

"No one should have to deal with behaviour like bullying, harassment or aggression on the job. These regulations ensure that employers are clear about what they need to do to provide a psychologically safe workplace."

"With Health and Safety Month upon us – now is the time for employers to assess their systems and processes to ensure they are keeping their workers safe from both physical and psychological harm."

Quotes attributable to WorkSafe Chief Health and Safety Officer Sam Jenkin

"These laws make it clear that workplace psychosocial hazards are just as dangerous to workers as physical hazards and they must be managed appropriately to ensure a healthy and safe working environment."

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“Employers must take every reasonable step to identify psychosocial hazards and control the risks – it’s the standard that all workers deserve.”

Quote attributable to Victorian Trades Hall Council Luke Hilakari

“Workplaces with a strong safety culture, supported with trained Health and Safety Representatives are best-placed to build a mentally healthy and safe workplace, and these new regulations will help make that happen.”