

Media Release

The Hon Ben Carroll MP

Deputy Premier

Minister for Education

Minister for WorkSafe and the TAC



Monday, 1 December 2025

NEW REGULATIONS START TODAY TO PROTECT WORKERS

Regulations supporting workers' rights to a psychologically safe and healthy workplace are now in place across Victoria.

Deputy Premier and Minister for WorkSafe and the TAC Ben Carroll today announced new Occupational Health and Safety (Psychological Health) Regulations 2025 commence today for all Victorian employers.

The regulations deliver on the Allan Labor Government's commitment to protect workers from psychosocial hazards in Victorian workplaces and provide greater clarity for employers on their obligations to identify and control risks associated with psychosocial hazards, just as they do for physical hazards.

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.

In many cases, psychological injuries can also lead to longer periods away from work – with just 42 per cent of workers with a mental injury returning to work within six months last financial year, compared with 75 per cent of workers with physical injuries.

The changes align with regulations introduced in other Australian states and territories and clarify the existing legal obligation employers have to ensure they are providing a working environment that is safe and without risks to health, including psychological health.

A supporting compliance code provides employers with practical guidance on how to meet their duties under the regulations.

Employers will also be supported through a range of tools and resources, including an optional prevention plan template to guide the risk management process.

Extensive stakeholder engagement was undertaken to support the development of the regulations, including with employer and union representatives, business groups and multicultural and advocacy groups.

For more information about psychological health and supporting resources, visit www.worksafe.vic.gov.au/psychological-health

Quotes attributable to Minister for WorkSafe and the TAC Ben Carroll

"Victorian workers deserve better than to face risks to their mental health at work – that's why we're taking action to ensure employers understand the need to identify hazards and control the risks."

"Starting today, these new regulations make it clear that employers must take practical steps to prevent psychosocial risks and keep their workers safe from both physical and psychological harm."

Quote attributable to Minister for Mental Health Ingrid Stitt

"These new regulations make it very clear to every employer that they have a responsibility to provide their staff with a safe and mentally healthy workplace that is free from psychological harm."

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