

BHP Mental Health Month

Creating a mentally healthy workplace



Mental Health at BHP

Mental Health has been a company priority at BHP since 2015. A big focus of our strategy to date is to acknowledge and destigmatise and support those experiencing mental ill health.

While this will continue to be a priority at BHP, we are also committed to creating a work environment which creates a greater sense of wellbeing and where people feel energized and valued.

How can work impact our wellbeing?

Healthy work practices, good job design and leadership support contribute to positive mental and physical health outcomes and increased employee engagement. It provides structure and purpose, a sense of identify, opportunities to develop skills and increased feelings of self worth.

In the same way we understand a safe work environment, there are some circumstances where work has undesirable impacts of health and wellbeing. The workplace factors which contribute to these undesirable impacts including work related stress are known as psychosocial hazards.

What are psychosocial hazards?

Psychosocial hazards are factors in the design or management of work that can increase the risk of work related stress and lead to psychological or physical harm.

Psychosocial hazards are in every work place. The first step in managing psychosocial hazards is acknowledging they exist and when not managed effectively can negatively impact a person's mental and physical health.

Inappropriate behaviours, bullying and harassment, violence, fatigue, stress, workload management, lack of role clarity and environmental factors such as temperature, noise and isolated work are some examples of psychosocial hazards

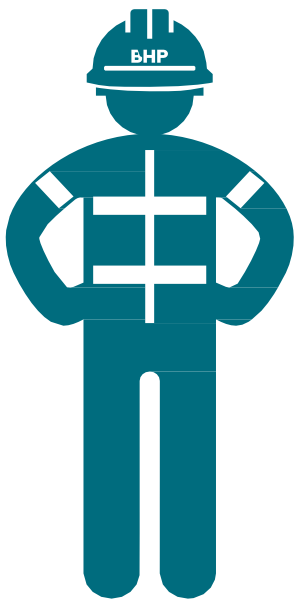
Taking a Risk based approach

- Just like our approach to managing safety, a risk based and proactive approach should be taken with the aim of managing psychosocial hazards to identify and manage hazards at the source.
- As you think of some of the psychosocial hazard examples you may identify a range of existing controls we have designed that would manage these potential hazards &/or risks e.g Our Code of Conduct and Charter Values, Ethics Point, Fatigue Management Resources, Respectful behaviour materials, Field Leadership, Flexible work, BOS practices and Leadership routines.

Leader reflection & discussion opportunity

Consider how your leadership routines or effective utilisation of BOS practices enables everyone to start each day with a sense of purpose and end each day with a sense of accomplishment.

How can these routines and practices positively contribute to a mentally healthy and thriving workforce?



Where to for more information?

The [thrive mental health toolkit](#), [Respect at BHP hub](#) , [BOS Sharepoint](#), and Digital workspace provide a range of supporting tools, materials.