

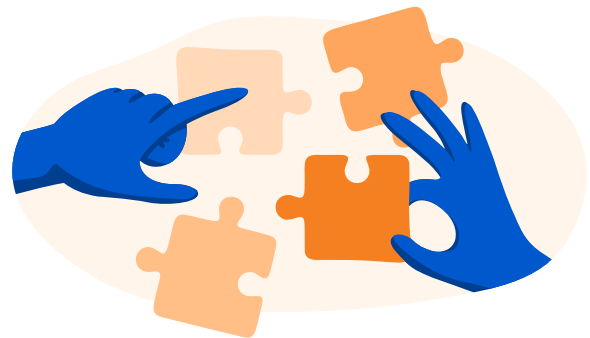
Myths and facts about work-related mental injuries

Employer resource



There can be a lot of confusion around work-related mental injury claims, so let's set the record straight.

Here, we'll unpack five common myths around mental injuries and give you the facts.



 Myths	 Facts
“Mental illness or injury is a sign of weakness, and workers just need to be more resilient.”	Being resilient is not a guaranteed shield against mental health challenges. A workplace mental injury can affect anyone. Seeking help and being open about struggles with mental health are signs of strength, not weakness. You can help create a workplace culture where people feel comfortable to be open about their mental health.
“If someone doesn't appear sick or stressed, they can't have a mental injury.”	Mental distress isn't always visible, or clear. You can watch out for subtle shifts in behaviour, and if you notice any changes, gently ask your worker if they're okay. If someone's not coping, ask how you can support them, and connect them to professional help if needed. See our website for services that can help.
“It's not safe for a worker to return to work after a mental injury, and they'll never fully recover.”	Many people can and do recover fully from a mental injury. The right support can really help. Just like with a physical injury, being back at work in a supportive environment, feeling valued and doing light duties can help people recover sooner from a mental injury. As an employer, you play a key role in this.
“Employers can't foresee risks that might lead to mental injuries in a workplace.”	Employers must take proactive steps to prevent mental injuries. Mental health risks are called psychosocial hazards. Employers are responsible for ensuring a safe environment, and that includes a mentally healthy workplace. We have plenty of resources to support you.
“If a worker has a previous or existing mental illness, then WorkCover can't accept their claim.”	Just like with physical health, work has the potential to make an existing mental injury or illness worse. A worker might also develop a new injury or diagnosis that's unrelated to any previous mental health challenges. That's why it's important to foster a mentally healthy workplace.

WorkCover is here to help

If you have any questions, you can find your claim contact on WorkCover Connect and reach them directly. Or you can call one of our team on **1300 927 928**.

workcoverqld.com.au

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