



Three things a small business owner can do to improve mental health in the workplace

1. **Establish clear expectations and guidelines:**

Clarify expected workplace behaviours to guide employees, shape the culture of your workplace and create a sense of psychological safety. As a small business owner, you should have a clear expectation about behaviour, performance, and communication within your business and a clear process for addressing issues that may arise. You may choose to do this by implementing a Code of Conduct. There is a sample code of conduct available on the icare small business hub. You can use the code of conduct to engage in meaningful conversation with staff about workplace behaviour and to clearly communicate with new people who join your business.

2. **Undertake a Risk Assessment and act on your most relevant risks:**

Like all physical safety risks, you have an obligation under the WHS Act 2011 to monitor and control psychosocial risks. The icare small business hub has resources to assist you in understanding these risks in a small business and guidance to conduct a risk assessment and develop an action plan. Preventing harm often starts with taking a small step towards controlling a risk.



3. Have positive workplace conversations about mental health and psychological risks:

Feeling valued and supported in the workplace has a very positive impact on your employee's mental health. A small business owner can encourage employees to share their thoughts and ideas openly, treat each other with respect, and foster an environment of trust by being transparent and responsive to employee feedback. To make it easy to spark conversations and maintain focus, icare has a 12-month wellbeing calendar you can follow with links to resources to guide regular and meaningful conversations with your employees about mental health.

Implementing these three things can help small business owners create a more positive and supportive workplace culture that promotes good mental health and improves employee wellbeing.



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