

Safety & Health At Work

World Day for Safety and Health at Work is on the 28th April and is an important reminder to care for both our physical and mental well-being while at work. While we often think about physical safety, we must also address mental health, especially when it comes to preventing burnout.



Chronic stress, long hours, and overwhelming demands can lead to emotional exhaustion, anxiety, and disengagement.

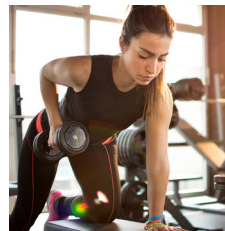
Here's some strategies to help manage work-related burn out:

- Set Boundaries – Clearly define work hours and personal time. Don't let work spill into your home life.
- Practice Mindfulness – Techniques, like deep breathing or meditation, can help you stay present and reduce stress.
- Take Regular Breaks – Step away from your workspace to reset and recharge, even if it's just for a few minutes.
- Seek Social Support – Connect with colleagues, friends, or loved ones. Talking about your experiences can ease the emotional load.
- Prioritise Self-Care – Exercise, eat well, and get enough sleep to replenish your energy and mental resilience.
- Ask for Help – If stress feels unmanageable, don't hesitate to seek professional support or talk to your employer about adjusting your workload.

By addressing both physical and mental health, we can prevent burnout and create a healthier, more productive work environment for everyone.

WOMEN'S HEALTH MATTERS

International Women's Day (8th March) highlights the importance of taking care of our mental and physical health. Women face specific health challenges throughout their lives, from menstruation to menopause. Conditions such as polycystic ovary syndrome (PCOS) and endometriosis are becoming increasingly common, affecting approximately 15% to 20% of women of childbearing age. These conditions can cause chronic pain and affect fertility, impacting a woman's physical and mental health. Studies have shown that these conditions can cause significant psychological distress such as anxiety, depression, and mood swings. If you are someone who is impacted by these conditions, it is important to acknowledge that some days will be worse than others. Trust your intuition and seek medical advice if the symptoms continue. BSS Clinicians can provide support if these physical conditions begin to impact your mental well-being. Clinicians can work with you to develop a personalised plan which may include practical techniques such as practising mindfulness and other strategies. To make an appointment, email appt@bsspsych.com.au or call 1800 30 30 90.



PSYCHOSOCIAL RISK - WHAT DOES IT MEAN?

The Code defines psychosocial hazards at work as "aspects of work and work situations which can lead to psychological or physical harm."

Workplace psychosocial hazards are related to the psychological and social conditions of the workplace rather than just the physical conditions. These include stress, fatigue, bullying, violence, aggression, harassment and burnout, which can be harmful to the health of workers and compromise their well-being. BSS have developed two assessments to help organisations navigate the psychosocial hazards and strategies on how to proceed once identified.

The Psychosocial Review assesses the organisation's current efforts to manage psychosocial risks in its workplaces. This includes an assessment of; The relevant legal or regulatory requirements. The organisation's policies and procedures to promote a physically and psychologically safe workplace. The effectiveness of the Employee Assistance Program in assisting employees to address critical Mental Health issues. Workplace factors that increase the level of stress or mental health issues.

The Employee Psychosocial Survey is a process to assist an organisation to assess the level of psychosocial impact in its workforce and employees' perceptions on the key risk and protective factors in their workplace. This can be carried out as part of a Psychosocial Review or as a stand-alone survey.

To find out more about the psychosocial risks and how BSS can help navigate the requirements in your workplace, email our Training Team training@bsspsych.com.au or call 1800 30 30 90.

**Please call 1800 30 30 90 or 0800 820 035 (NZ)
to book a face-to-face, on-site, telephone or video counselling session**



BSS IN THE COMMUNITY

Late last year the BSS Well-being Committee launched a 10,000 step a day challenge. The month long initiative saw BSS and sister company Gryphon Psychology split into teams and aim to log at least 10,000 steps per day, a great motivator to get up and about after a day at the office or on-site. The winning team logged over 2 million steps between them. As part of the challenge, the winning team will select a charity of their choice to which BSS and Gryphon will make a donation. Be sure to catch our next BSS Update to find out which charity has been chosen.



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RESPECT AT WORK - WHY IT MATTERS

Everyone deserves to feel respected in the workplace. Research suggests that when we feel respected and heard at work, we perform better, team morale is lifted, creating a more positive environment overall. However it is not always easy to address situations where respect is absent. BSS have developed a training program to help understand the importance of respectful behaviour at work. Recognising disrespectful behaviours such as sexual harassment, racism and bullying and their impact on both individuals and the organisation. The program also helps develop the skills and willingness of individuals to directly address any instances of disrespectful behaviour aimed at them or a workmate. Equally as important, the Program teaches how to constructively address any accusation of disrespectful behaviour made against them.

To find out more about our Respect At Work program and how it can benefit yourself or someone in your team, visit our [website](https://www.bsspsych.com.au) or email our team at bss@bsspsych.com.au



MEET THE TEAM

Meet Andrea, our Psychologist/Team Leader for Onsite Services. Having been with BSS for two years, Andrea shared that her workday has evolved from regional residential to onsite and FIFO, with a mix of full clinical load, partial clinical, FIFO, and Team Leader duties. One of the most rewarding parts of her role now, is doing Peer Consults and getting to know the team better. Andrea says the biggest challenge is balancing her Type A personality with being present in the moment, as she thrives on goal-oriented processes. Outside of work, she enjoys swimming and managing her busy life with her three kids, FIFO husband and their schedules. Andrea chose BSS for the flexibility of EAP, allowing her to balance career and family. She values the support for both her career and roles as a mum and wife. Her goal for 2025 is to relax, slow down, and be more present, aiming to enjoy life's moments and have more fun.



ONLINE PRESENTATIONS

Each session runs for 30-60 minutes and will be uploaded at 10am Australian Western Standard Time on the date stated and will be available for 5 business days. These sessions are available at no cost.

[CLICK HERE](#) A Vimeo link will take you to the current presentation that is available for viewing or simply search BSS Psychology.

MONDAY
03 MAR
LET'S TALK ABOUT FATIGUE

THURSDAY
06 MAR
BUILDING A CULTURE OF APPRECIATION

MONDAY
10 MAR
EMOTIONAL REGULATION

THURSDAY
13 MAR
ADHD EFFECT ON COUPLES

MONDAY
17 MAR
BACK TO THE PRESENT

THURSDAY
20 MAR
CLICHES DURING ELECTION TIME

MONDAY
24 MAR
SELF CARE AND WELLBEING

THURSDAY
10 APR
PSYCHOLOGY OF CONSPIRACIES

THURSDAY
24 APR
ENJOYING THE EGGS - PLANNING FOR EASTER

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