
Dear valued partner,

In this month's safety newsletter, we will be discussing Mental Health. As you may know May is Mental Health Awareness month. While traditional safety programs often focus on physical hazards, mental and emotional well-being directly affects employee performance, decision making, communication and risk management.

Employees experiencing poor mental health are less likely to experience accidents, absenteeism, and reduced productivity. Is this statement True or false?

- A. True
- B. False

Answer at the end of the email.



(Missed a previous email? [Click here](#) to see an archive of previous months' safety emails on Rockwood's Loss Control website).



What is Mental Health?

Mental health in the workplace refers to the emotional, psychological, and social well-being of employees as it relates to their professional environment. It affects how employees handle stress, relate to colleagues, perform their work duties, and make decisions. A mentally healthy workplace supports employees in managing daily challenges, fosters positive interactions, and ensures a safe, respectful, and productive work environment.

Risks associated with poor mental health at work:

Employees with compromised mental well-being are more prone to errors, injuries and burnout. Organizations benefit from improved safety outcomes, morale and productivity

when they prioritize mental health.

Some safety risks include:

- Reduced focus and decision-making ability
- Increased fatigue
- Burnout
- Human error
- A higher likelihood of workplace conflict
- Failure to report or respond to hazards due to disengagement.

Mental health may affect the organization as well. This may include higher rates of absenteeism and presenteeism, increased insurance and workers' compensation claims, lower morale and retention, and a potential for regulatory scrutiny and legal exposures.

Some contributing factors include:

- Excessive workloads and time pressure
- Lack of control or autonomy
- Job insecurity and financial concerns
- Insufficient support from supervisors or coworkers
- Isolation in remote or hybrid work setups
- Unsafe work conditions, and
- Exposure to trauma or emotionally distressing situations (for roles like healthcare or emergency services).

Employees and supervision should be trained in recognizing signs of mental health struggles as early identification can prevent safety incidents. Some signs to look out for would be drops in performance or reliability, noticeable changes in behavior or mood, withdrawal from team interaction, physical symptoms such as fatigue or illness, and increased irritability or emotional reactivity.





Safety Tips For Mental Heath

Follow these tips to help avoid incident or injury:



Culture

- Make mental health a visible part of the safety policy
- Promote a stigma free work environment for discussing mental

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| and Policy | <p>well being</p> <ul style="list-style-type: none"> • Regularly share updates and resources with staff • Engage leadership in mental health initiatives and have them lead the culture |
|  <p>Training and Education</p> | <ul style="list-style-type: none"> • Train supervisors in mental health first aid and supportive communication • Offer mental health awareness sessions or workshops • Educate employees on how mental health connects to safety |
|  <p>Support Systems</p> | <ul style="list-style-type: none"> • Provide access to confidential Employee Assistance Programs (EAPs) • Allow flexible work arrangements and realistic deadlines • Encourage regular breaks, PTO usage, and healthy work-life balance. |



Rockwood resources:

- [Anxiety in the Workplace](#) – Toolbox talk
- [Substance Abuse](#) – Toolbox talk
- [Fatigue Avoidance](#) – Toolbox talk

OSHA, MSHA and other resources:

- [Mental health at work](#) | World Health Organization
 - [Workplace Mental Health](#) | OSHA Resources
 - [Prioritizing Employee Mental Health](#) | National Safety Council
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Learn more about mental health on Streamery

Every Rockwood policy includes access to Streamery, a vast safety library with videos, quizzes and more resources to help you promote safety in your workplace. If you don't have access, contact us to get a username. Enter the SKU number below to find the recommended video.

Watch [Streamery](#) videos on mental health:

- **Safety 101 for employees:** 12 min / SKU: 8022 + 8022-S / English & Spanish
- **Managing Sleep: Feel Awake and Rested:** 17 min / SKU: 3632 / English
- **Workplace Stress:** 14 min / SKU: 3217 + 3217-S / English & Spanish
- **Many more on Streamery**



Bonus materials:

1: MSHA Resource Guide for Preventing Opioid Use Disorder

- [Implementing Effective Workplace Solutions to Prevent Opioid Use Disorder: A Resource Guide for the Mining Industry](#) | MSHA

2: MSHA Fall Protection Alert

MSHA recently issued a fall protection alert. Please see attached links here for more information:

- [Fall Protection - Safety Alert](#) | Mine Safety and Health Administration (MSHA)
- [MSHA Warns of Rising Fall Hazards: 7 Deaths, 3 Injuries](#) | Occupational Health & Safety article
- [Fall Hazards Toolbox Talk](#) | US DOL / MSHA

Did You Know?

Fall protection equipment saves lives

Cause of fatal construction injuries, 2023



If you doubt the importance of wearing a safety harness when you're working at an elevated location, consider new statistics showing that 38% of fatal construction injuries during a recent year happened after a crew member fell, slipped or tripped.

Source: Laborers' Health & Safety fund of North America

3: Seatbelt covers

Don't forget that Rockwood Casualty is providing **FREE** high visibility seatbelt covers to our insureds to assist in enforcement of seatbelt use by employees. Please contact safety@solutions@rockwoodcasualty.com to make a request for your company and specify orange or yellow.



June is National Safety Council's (NCS) National Safety Month

Each week in June the National Safety Council focuses on a specific safety topic. We will send a **separate email each week** with valuable information, free webinar links and toolbox talks.



Week 1: June 1 – 7: Continuous Improvement

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|  | Week 2: June 8-14: Employee Engagement |
|  | Week 3: June 15-21: Roadway Safety |
|  | Week 4: June 22 – 30: Wellbeing |

Questions? Feel free to reach out

As always, your Rockwood partners are available to answer your questions and help you promote safety in the workplace. [Contact Rockwood Loss Control](#) for any support you need.

Thank you for your continued partnership,

Rockwood Loss Control Team

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#RockwoodSafetySolutions #LossControl #SafetyTips



ANSWER: Employees experiencing poor mental health are less likely to experience accidents, absenteeism, and reduced productivity. Is this statement True or False?

- A. True
- B. **False**

*False. Employees experiencing poor mental health are MORE likely to experience accidents, absenteeism, and reduced productivity.