

Date released 12 March 2025

## Communiqué: Psychosocial safety in the health workplace — enacting change

The **Psychosocial Safety in the Health Workplace Summit** reinforced a national commitment to doctor and medical student wellbeing and mental health.

Key messages include:

- **Prioritising doctors' health and safety:** Continued government commitment and investment in doctor and medical students' health and safety, through funding and policy support for evidence-based interventions.
- **Leadership:** The Every Doctor Every Setting Action Plan, led by the National Doctors Health and Wellbeing Leadership Alliance (NLA), was developed to ensure a coordinated, accountable approach to improving doctor and medical students' psychological health and wellbeing. The plan calls on health system leaders to commit to overcoming systemic challenges, including stigma and work system factors contributing to burnout, by equipping leaders with the tools they need to do their job.
- **Collaboration:** The NLA provides opportunity for all organisations to work together to ensure they fulfil their responsibility for psychosocial safety across all healthcare and medical education settings.
- **Cultural and systemic change:** Individuals and organisations taking action together to create safer working and training environments.

### Next steps

- **Organisations commit** to better understanding their existing legislative requirements to provide psychosocial safety in their workplaces
- **Advocacy for sustained investment** in doctor health initiatives.
- **Implementation of measurable actions** from the Every Doctor Every Setting Action Plan.

This summit was a **catalyst for action** — aimed at achieving healthier doctors and safer working and training environments for medical professionals, ultimately leading to better patient care.