

WiDA Australia Ltd
T/A Women in Defence Association

22/04/2025

Subject: Federal Government's Productivity Commission Review of the National Mental Health and Suicide Prevention Agreement

Attn: Productivity Commission
CC: Victorian Women Lawyers Association Inc

Women in Defence Association Overview:

Founded in 2024, the Women in Defence Association (WiDA) is a registered charity with the Australian Charity and Not for Profits Commission (ACNC). WiDA represents over 700 members nationally across the defence sector including defence industry, ADF, Veterans, Academia and Defence families. Our mission is advancing gender diversity and inclusion in the defence sector by providing strategic initiatives, advocacy and resources that invest in women, promote equity and drive impactful change.

Support of Recommendations

WiDA offers its endorsement and support of all recommendations laid out by the Victorian Women Lawyers Association Inc by email on 4 April 2025 for its submission to the Australian Government Productivity Commission Review of the Mental Health and Suicide Prevention Agreement. Specifically, WiDA highlights its views further in relation to the below items:

- **Pg 5 - a) Increased funding for safety regulators: Items i through v.**
WiDA further builds on Recommendation A, Item V to emphasize the necessity of Trauma-Informed Practice Training in the workplace as part of structured mental health programs.
- **Pg 5 b) Expand adverse action protections:** *Introduce further workplace protections, in the Fair Work Act, to recognise that adverse action should not be taken against employees who raise psychological safety issues, noting that psychological safety issues often overlap with workplace behaviour concerns.*

WiDA builds on this recommendation and requests that reports made in the workplace due to psychological safety issues should be reported through to Comcare as a 'notifiable incident' under the Commonwealth Work Health and Safety Act. As it stands, "An incident is notifiable if it results from the conduct of a business or undertaking and causes the death of a person, serious injury or illness of a person, or a dangerous incident." Psychological safety issues that demonstrate a risk to life must be afforded the same level of significance as physical safety issues.

Thank you for your attention to this important matter.

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