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## Civil Aviation Industry Mental Stress Causes

Our businesses are today under high stress caused by lockdowns, dated regulations and a government refusing to modernise, harmonise and standardise the civil aviation industry with international Standards and Practices to enable Australian civil aviation businesses to participate in the global aviation market in their own right.

It is well known that mental health problems are related to deprivation, poverty, inequality and other social and economic determinants of health. Economic crises are therefore times of high risk to the mental well-being of the industry and of its people affected and their families.

Current legislation places a responsibility on employers to ensure the health and safety of their workers, so far as is reasonably practicable. It defines health to mean both physical and psychological health.

- The best way to do this is by designing work, systems and workplaces to eliminate or minimise *risks* to psychological health; monitoring the health of workers and workplace conditions; and consulting with workers.

Employers should intervene if they identify a psychological risk or notice a worker becoming stressed, and support a worker who has lodged a workers compensation claim while their claim is being determined. The earlier a worker is identified as experiencing work-related stress, the sooner steps can be taken to prevent a work-related mental health condition developing or an existing condition worsening.

Mental stress, that out-of-date legislation, and governments that will not change the legislation that are imposing stress, costs and keeping Australian businesses in the past, is now becoming one of the major reason for stress within all civil aviation businesses.

The mental stress that is imposed by dated regulations, unrealistic government imposed laws, pressure and surveillance by government agencies that are decades behind global industry modernisation, is having such an effect that civil aviation future vision has all but collapsed.

Mental health is a key driver of economic participation and productivity in Australia, and hence has the potential to impact incomes and living standards and social engagement and connectedness. Improved population mental health, could also help to reduce costs to the economy over the long term.

All civil aviation employers want a safety focused workplace with as low level of stress that can be achieved but cannot achieve this with non-harmonised regulations and standards that are dated when compared with the Convention Annexes and world's best practice such as the USA's Federal Aviation Regulations or other adapted regulations now dated.

The mental stress that dated regulations and the refusal of government to amend to align with global standards and practices is immense. Reducing stress depends on legislative change.