

# Work-related mental injury

Does the person suffer **work-related mental injury**?

Was the person **diagnosed with a clinically significant mental injury**?

In order for mental injury to be covered, it must be diagnosed as being a clinically significant behavioural, cognitive, or psychological dysfunction.

Yes  
Did the mental injury have a **link (causal) to a work-related event**?

For work-related mental injury to be covered, it must be caused by a single, sudden event that occurred in a person's place of employment.

Yes  
Was the mental injury **caused by a single, sudden event**?

For a mental injury to be covered, the injury must be caused by a single event. A series of events that arise from the same cause can still be considered a single event.

Yes  
Could the event **reasonably expected to cause mental injury**?

Events that could reasonably be expected to cause mental injury would be something that would distress, horrify or alarm most people.

Yes  
Was the event **sudden in origin**?

The event must be sudden in onset and occur quickly with little or not warning, but the event itself may last a short or longer time.

Yes  
Did the person **see, hear, or experience the event first-hand**?

The client must directly experience the event that caused the mental injury (eg not seeing it on television, in pictures, or hearing about the event from the radio).

Yes  
The injury **may be covered by ACC as a work-related mental injury.**

No

The injury **may not be covered by ACC.**

