

Creating a mentally healthy workplace

Areas of focus:

Raising awareness

Raise awareness of mental health conditions by talking openly, providing training, making mental health information available and promoting available support services.

Supporting individuals

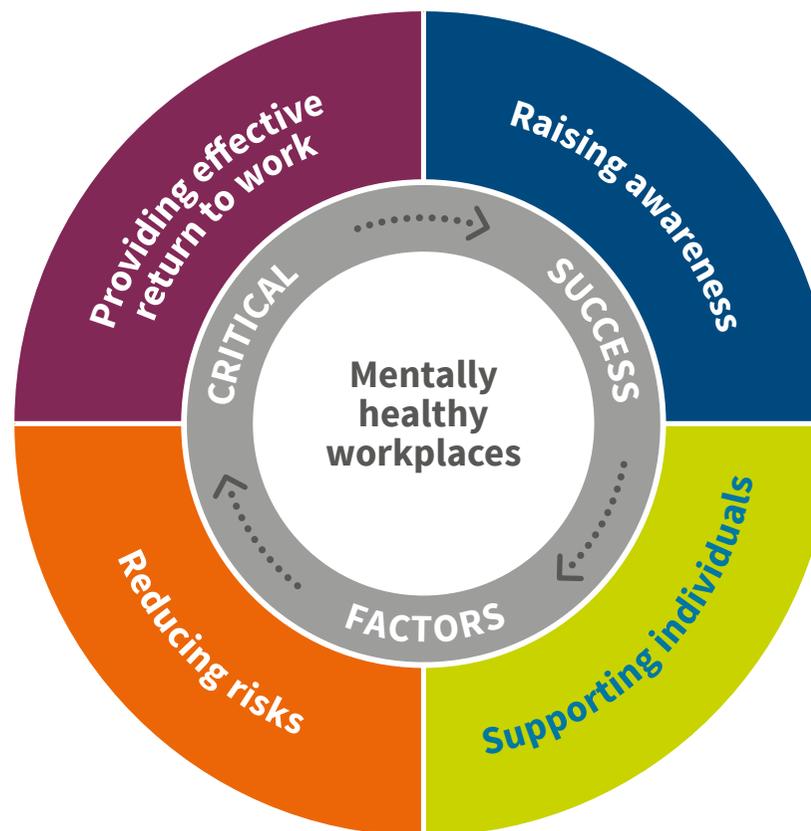
Provide leaders, managers and workers with the appropriate skills and confidence to approach someone they are concerned about, have a conversation and provide ongoing support.

Reducing risks

Review the workplace to identify risk factors to mental health and take action to reduce these risks. For example, managing workloads to minimise stress, preventing bullying and discrimination and managing workplace change.

Providing effective return to work

Assist workers with a mental health condition to remain at, or return to work, by developing a stay at or return to work plan, making reasonable workplace adjustments and providing support as needed.



Critical success factors:¹

- » **Commitment from senior organisational leaders and business owners** – a visible, long-term commitment to mental health in the workplace.
- » **Employee participation** – input must be sought at every step, from planning through to implementation and review.
- » **Develop and implement policies** – need to be clearly articulated and flexible enough to meet the needs of the organisation.
- » **Resources necessary for success** – initiatives require adequate resourcing if they are to succeed.
- » **A sustainable approach** – initial success requires ongoing effort to achieve lasting outcomes.
- » **Planning** – successful implementation will identify the intended goals, objectives and actions required to achieve success.

¹ PwC PricewaterhouseCoopers Australia (2014), Creating a mentally healthy workplace: Return on investment analysis, retrieved May 2016.