Creating a mentally healthy workplace

Pillars of a mentally healthy workplace:

Protect
Organisations and businesses have legal obligations related to employees' psychological work health and safety. This involves taking reasonably practicable steps to identify and manage 'psychosocial hazards', which are aspects of work that can lead to psychological or physical harm.

Respond
Creating an environment that reduces stigma, makes it safe to talk, supports early intervention, and ensures people within the organisation or business are able to recognise, respond, and refer to appropriate support services.

Promote
Bringing out the positive elements of work that enhance employee mental health. This includes strong workplace relationships, purpose, opportunities for personal and professional development, as well as activities that promote holistic employee wellbeing.

Critical success factors:

Leadership support
A visible, genuine and long-term commitment to mental health in the workplace from the business' senior leaders. Decision makers set the tone, culture, budgets, and strategic direction of organisations.

Employee collaboration and participation
Input must be sought from employees. Consulting with a range of staff provides valuable insights into what people need, and what would help to create a thriving workplace.

Ongoing communication and sustainability
Bringing employees on the change journey, clearly communicating any workplace mental health initiatives and updates. Regularly reviewing outcomes (both hits and misses) and embedding a sustainable approach.

PROTECT
PROMOTE
RESPOND
CRITICAL SUCCESS FACTORS
Mentally healthy workplaces

Adapted from the 'key pillars and principles' outlined in Australian Government, National Mental Health Commission (2022). Blueprint for Mentally Healthy Workplaces.