Mentally Healthy Workplaces Framework

To manage psychosocial risks and promote mental health

PURPOSE

Mentally healthy workplaces manage risks to mental health by involving employees in developing positive workplace culture and designing work so the potential risks of work on employees' mental health is minimised.

People within mentally healthy workplaces understand that individuals' mental health can vary across their lifespan and are able to recognise and respond supportively to others when needed.

CRITICAL SUCCESS FACTORS

1. Leadership commitment
2. Collaborative approach
3. Central coordination
4. Clear objectives
5. Plan of action at multiple levels of the agency
6. Commitment of resources
7. Measurement of improvements

Increase the capability of our people to respond to mental illness, reduce stigma and support people to seek help early.

Provide appropriate support that enables employees with a mental illness to stay at or return to work.

Leaders are developed to govern, lead and manage with integrity.

Develop workplace culture and HR policy that drives positive behaviour and enhances engagement.

Use good work design principles to create jobs and environments that protect employee mental health.

Promote *the* Positives

Work environments are supportive and fair

Respond Early

Signs of mental illness are recognised and responded to

Raise Awareness

Build understanding and capability to support mental health

Protect *from* Harm

Psychosocial hazards are identified and risks are managed

Implement WHS processes to systematically manage psychosocial risks.

Engage all areas of the organisation in identifying and responding to psychosocial risks so everyone understands their responsibilities and is protected from harm.

Government of South Australia

Office of the Commissioner for Public Sector Employment