

# Approaches to mentally healthy work

There are a number of different frameworks and approaches for addressing psychological health and safety (or 'mentally healthy work'). It is important that the approach you pick addresses three key components:

## Primary interventions: address work factors



These are things that address issues at the source. They look at the work/workplace factors themselves to prevent problems from continuing and having an adverse effect on worker health. This may include how work is designed, how demands are managed, and how workers are supported to do their jobs.

Preventative

## Secondary interventions: build resilience



These focus on helping employees to build individual psychological resilience and tools to deal with issues. However, they do not address the underlying cause of the problem. This may include resilience training, peer support, and health education and promotion.

## Tertiary interventions: provide support



These interventions are aimed at reactively improving the wellbeing of employees who are experiencing mental ill-health. They provide targeted support for individuals to recover. This may include employee assistance programmes, incident support, mental health first aid, and return-to-work programmes.

Reactive

## Similar models

- 01 [The Integrated Approach](#)
- 02 [The Canadian Standards](#)
- 03 [The Business Leaders H&S Forum Framework](#)
- 04 [The ILO/WHO Strategies to address mental health at work](#)

There are consistent themes across these models/frameworks: address work factors to prevent harm, enable workers to manage their mental health and wellbeing, and support workers when mentally harmed.



## Your duty

Organisations (as PCBUs) have a duty under the Health and Safety at Work Act 2015 to ensure the health and safety of workers – this includes psychological health. Organisations must eliminate or minimise work-related psychosocial risks, so far as is reasonably practicable.

**This means putting in place the highest level of protection where possible.**

Based on the 2009 HSE Management Standards [How to develop solutions](#)