# Mentally Healthy Work Strategy

## EXAMPLE

Government Health & Safety Lead

## Our vision

Work at [organisation] is mentally healthy for all. Our people are less likely to experience psychological harm at work and are healthy, well, engaged, and productive to help us achieve our organisational goals.

## Our objectives

- Eliminate or minimise work-related risks to the mental health of our people
- Maximise opportunities to enhance the wellbeing of our people
- Provide effective mental health support when our people need it

## Our focus areas

### Support recovery

**We will:**
- Provide support for our people where they are experiencing reduced mental health and wellbeing and/or where they may have been exposed to potentially distressing events.

### Promote the positive

**We will:**
- Motivate, encourage and provide opportunities for our people to take control of their own physical and mental wellbeing
- Invest in increasing our people's health and wellbeing literacy

*Our key area of focus*

### Prevent harm

**We will:**
- Eliminate or minimise psychosocial risks through the design of work
- Develop the capability of leaders to identify, assess and manage psychosocial risks
- Develop effective systems to monitor and measure exposure to psychosocial risks and the effectiveness of our controls

## Our measures

- Our people's perception of how we prioritise and support their mental health and wellbeing.
- The number and findings of critical control inspections for psychological H&S controls.
- Our people's willingness to disclose and report mental health issues, including exposure to work-related mental health risks.
- Our leaders' confidence in identifying, assessing and managing psychosocial risks.
- The level of work-related mental harm reported by our people.

## Key enablers

- **Leadership:** Psychological health and safety will have executive-level ownership and oversight

- **Resourcing:** The teams, systems, and initiatives for mentally healthy work will be appropriately resourced

- **Engagement:** Solutions will be co-designed with our people

## Our immediate actions (2023-2024)

- Complete organisational risk assessment for psychosocial risks
- Design and trial a leadership capability programme for psychological health and safety
- Produce early-intervention guidance for leaders

- Run awareness-raising campaign on bullying as a psychological health and safety risk
- Embed enhanced EAP services
- Trial professional supervision programme for frontline workers
- Develop positive mental wellbeing guidance for workers