

Government  
Health & Safety Lead

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# MENTALLY HEALTHY WORK

## DEVELOPMENT PROGRAMME: CHIEF EXECUTIVES & SENIOR LEADERS

A small group programme for Chief Executives/Officers and Senior Leaders to build understanding of their role in enabling mentally healthy work

 FlourishDx

**WORKSAFE**  
Mahi Haumarū Aotearoa

*Designed by international experts in the field of psychological health and safety with the Government Health and Safety Lead and WorkSafe to support public sector Chief Executives and Senior Leaders to build their understanding of mentally healthy work.*

**INTRODUCTION TO  
PSYCHOLOGICAL HEALTH & SAFETY**

**SETTING STRATEGIC DIRECTION**

**OPERATIONALISING  
WITH A CROSS-FUNCTIONAL APPROACH**

**GOVERNING,  
MONITORING AND ASSURING**



## KEY INFORMATION

- Four in-person 90 minute breakfast sessions
- Small group discussion-style sessions with key information from international experts
- April - October 2023
- Free (WorkSafe funded pilot programme)
- Developed by Jason van Schie, Alicia Papas and Joelle Mitchell from FlourishDx with the Government Health and Safety Lead and WorkSafe New Zealand

## CONTACT / REGISTER



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# PROGRAMME INFORMATION

Chief Executives and Tier Two Leaders



**5**  
April

## 1 Introduction to Psychological Health & Safety

### Pre-work

Watch short video on *introduction to psychological H&S*



### Session focus

- Psychological H&S vs wellbeing
- Strategic rationale for psychological health and safety
- Psychological health and safety duties under the Health and Safety at Work Act 2015
- Looking to the future of psychological H&S in New Zealand



### Post-work (with Head of H&S)

- Curiosity action: *With consideration of the Integrated Approach model, reflect and summarise your agency's current approach to workplace mental health.*
- Progression action: Complete 'Readiness for PHS' (10 questions) and obtain feedback from relevant stakeholders.



### Resources

- Key points slide
- Key readings



Delivered by Jason van Schie  
Occupational Psychologist

**TBC**  
June

## 2 Setting strategic direction

### Pre-work

Short video / reading (TBC)



### Session focus

- How to set a strategic direction for psychological H&S in an organisation
- Adopting a systematic approach
- Key success factors in setting the strategy: systems, enablers, and capabilities



### Post-work (with Head of H&S)

- Curiosity action: *Discuss with relevant stakeholders if there is a PHS-based strategy and if it's sufficient – why/why not?*
- Progression action: *In collaboration with relevant stakeholders, complete FlourishDx's Workplace MH Benchmarking tool (i.e., maturity assessment) to identify strategic gaps*



### Resources

- Key points slide
- Key readings



Delivered by Joelle Mitchell  
Organisational Psychologist

**TBC**  
September

## 3 Operationalising with a cross-functional approach

### Pre-work

Short video / reading (TBC)



### Session focus

- Operating models and key roles
- Building capability across an organisation
- Embedding and sustaining change
- Strategic challenges and how to overcome them



### Post-work (with Head of H&S)

- Curiosity action: *Considering a PHS management system, identify who would own it and note the functional teams and stakeholders that need to be involved for effective implementation, embedding and sustaining over time.*
- Progression action: *Review RACI provided and compare to the your agency's current approach.*



### Resources

- Key points slide
- Key readings



Delivered by Alicia Papas  
Clinical Psychologist

**TBC**  
October

## 4 Governing, Monitoring and Assuring

### Pre-work

Short video / reading (TBC)



### Session focus

- Good governance of psychological health and safety
- Exec-level measures for monitoring and assurance
- Good practice psychological health and safety governance reports and integration with ESG
- Questions to ask H&S/HR leaders



### Post-work (with Head of H&S)

- Curiosity action: *Understand whether work-related psychological harm is reported in your H&S performance reporting*
- Progression action: *discuss with your Head of H&S whether psychosocial control monitoring is currently reported, and if not, how and when this might begin*



### Resources

- Key points slide
- Key readings



Delivered by Jason van Schie  
Occupational Psychologist