

MENTALLY HEALTHY WORK

DEVELOPMENT PROGRAMME:
LEADERS OF WELLBEING, HEALTH &
SAFETY, HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT



Designed by international psychological health and safety experts with the Government Health and Safety Lead and WorkSafe to support public sector Leaders of H&S/HR/OD to build their understanding of mentally healthy work.

● INTRODUCTION TO
PSYCHOLOGICAL HEALTH & SAFETY

● SETTING STRATEGIC DIRECTION

● MANAGING PSYCHOSOCIAL RISK I:
IDENTIFYING PSYCHOSOCIAL HAZARDS
AND ASSESSING RISK

● MANAGING PSYCHOSOCIAL RISK II:
MANAGING, MONITORING AND
CONTINUOUSLY IMPROVING

● OPERATIONALISING
WITH A CROSS-FUNCTIONAL APPROACH

● GOVERNING,
MONITORING AND ASSURING

KEY INFORMATION

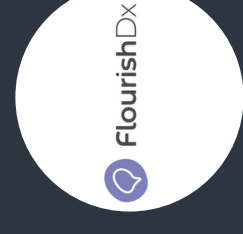
- A small group programme to build knowledge and capability in relation to mentally healthy work
- Four in-person 2 hour sessions + two 90 minute online sessions
- Small group discussion-style sessions with key information from international experts
- April - October 2023
- Free (WorkSafe funded pilot 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

Health, Safety, and/or Wellbeing Leaders



5
April

Introduction to Psychological Health & Safety
(In-person)

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 (support action chosen by CE/Tier 2)

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

Resources

- Reading list
- CE key points slide

Delivered by Jason van Schie
Occupational Psychologist

TBC
June

Setting strategic direction
(In-person)

Pre-work
Short video / reading (TBC)

Session focus

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

Post-work (support action chosen by CE/Tier 2)

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

Resources

- TBC (based on group needs)

Delivered by Joelle Mitchell
Organisational Psychologist

TBC
September

Managing Psychosocial Risk I: Identifying psychosocial hazards and assessing risk
(Online)

Pre-work
Short video / reading (TBC)

Session focus

- Psychosocial hazards as described within key international standards
- Psychosocial risk management framework
- Hazard identification using multiple data sources
- Designing and using psychosocial risk assessment

Post-work

- Curiosity action: *Using a preferred psychosocial H&S risk framework/standard, engage across your organisation to identify potential sources of information for each major hazard/risk.*

Resources

- TBC (based on group needs)

Delivered by Alicia Papas
Clinical Psychologist

TBC
October

Managing Psychosocial Risk II: managing, monitoring and continuously improving
(Online)

Pre-work
Short video / reading (TBC)

Session focus

- Developing and implementing controls
- Assessing effectiveness of controls
- Ongoing monitoring of hazards, risks, and outcomes
- Embedding an effective continuous improvement approach
- Effective workforce consultation

Post-work

- Curiosity action: *Engage your team and HR/Wellbeing colleagues, to discuss potential controls/interventions for your psychosocial risks in your organisation.*

Resources

- TBC (based on group needs)

Delivered by Joelle Mitchell
Organisational Psychologist

TBC
September

Operationalising with a cross-functional approach
(In-person)

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 (support action chosen by CE/Tier 2)

- 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.*
- or**
- Progression action: *Review RACI provided and compare to the your agency's current approach.*

Resources

- TBC (based on group needs)

Delivered by Alicia Papas
Clinical Psychologist

TBC
October

Governing, Monitoring and Assuring
(In-person)

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 (support action chosen by CE/Tier 2)

- Curiosity action: *Understand whether work-related psychological harm is reported in your H&S performance reporting*
- or**
- 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

- TBC (based on group needs)

Supported by Jason van Schie
Occupational Psychologist