

**2023-2024
PROGRAMME**

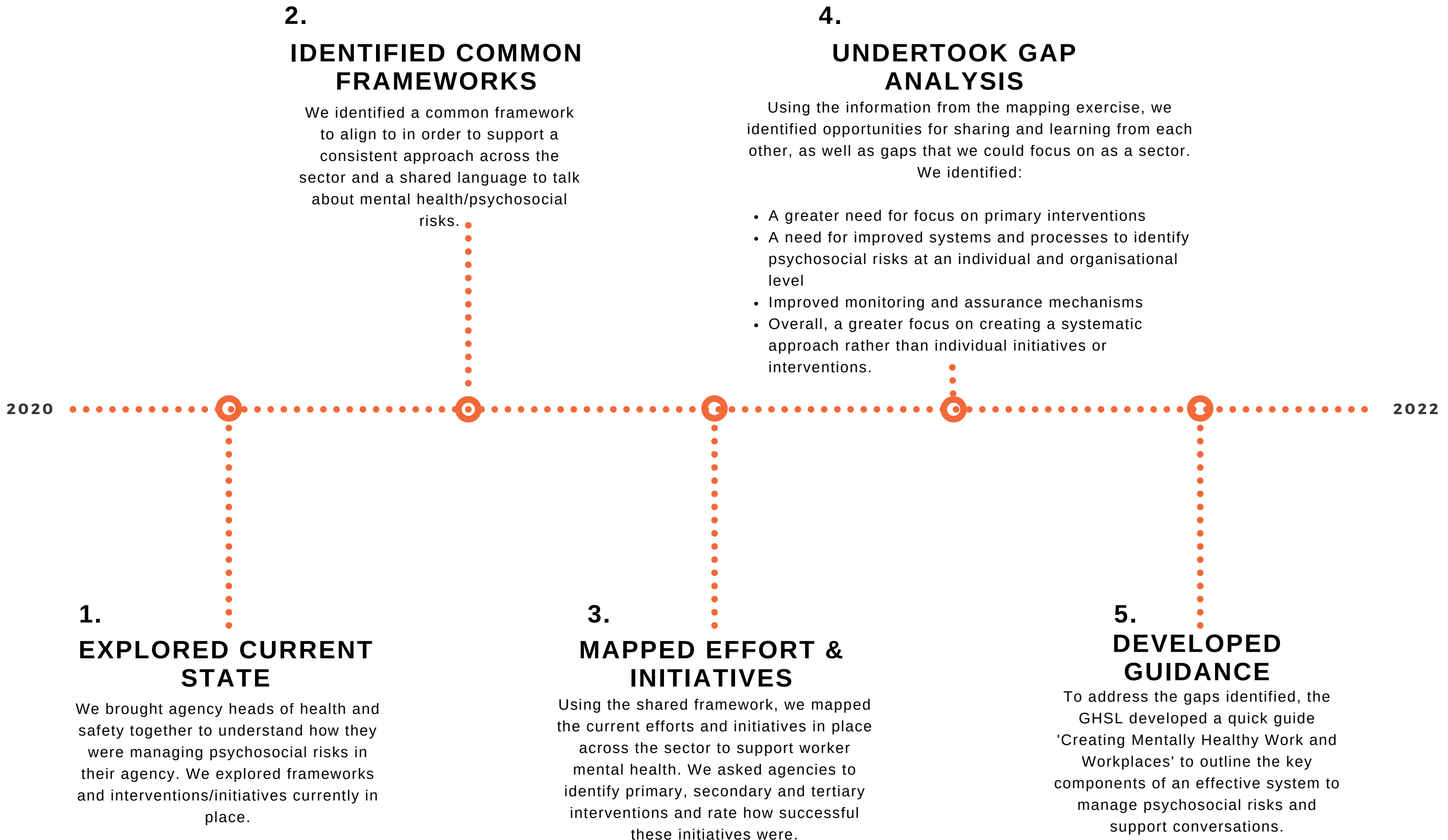
**Mentally
Healthy
Work**



**Government
Health & Safety Lead**

BACKGROUND

2020-2022 ACTIVITY



OUR GOAL 2023 - 2024

GOAL

PUBLIC SECTOR LEADERS AND PRACTITIONERS ARE MOTIVATED AND EQUIPPED TO CREATE MENTALLY HEALTHY WORK AND WORKPLACES WHERE WORKERS ARE PSYCHOLOGICALLY PROTECTED AND THEIR WELLBEING IS PRIORITISED

STRATEGIC OBJECTIVES

APPLY (PRACTITIONERS)

PRACTITIONERS HAVE SUFFICIENT KNOWLEDGE AND CAPABILITY TO **APPLY** GOOD PRACTICE TO THEIR WORK

LEAD AND SUPPORT (H&S & HR MANAGERS)

H&S AND HR MANAGERS UNDERSTAND THE DESIRED SYSTEM COMPONENTS AND CAN **LEAD AND SUPPORT** PRACTITIONERS

ENABLE AND DRIVE (OFFICERS/SENIOR LEADERS)

SENIOR LEADERS **ENABLE AND DRIVE** THE REQUIRED SYSTEM-LEVEL CHANGES FOR A MENTALLY HEALTHY WORKPLACE AND WORK

TACTICAL DELIVERABLES

1 MENTALLY HEALTHY WORK DEVELOPMENT PROGRAMMES

BUILD KNOWLEDGE THROUGH A STRUCTURED DEVELOPMENT PROGRAMME ENDORSED BY WORKSAFE AND MASSEY UNIVERSITY

2 COMMUNITY OF PRACTICE

FACILITATE THE SHARING OF GOOD PRACTICE ACROSS THE SECTOR THROUGH A COMMUNITY OF PRACTICE

3 MENTALLY HEALTHY WORK HUB

PROMOTE SHARING OF RESOURCES, CASE STUDIES, ARTEFACTS AND INITIATIVES ACROSS THE SECTOR, AND INSIGHTS FROM COMMUNITY OF PRACTICE

4 EXTERNAL SECTOR OPPORTUNITIES

PROMOTE MENTALLY HEALTHY WORK THROUGH KEY SECTOR EVENTS AND OTHER EXTERNAL OPPORTUNITIES

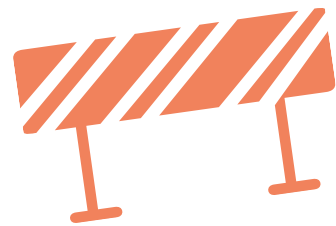
OVERALL PROGRAMME FOCUS

THE GAP

A sector gap analysis revealed a wide array of activities and initiatives across the public sector to support worker mental health. However, these often:

- were not aligned or considered within a broader strategic or conceptual framework
- were overly generalised and not in response to identified work-related psychosocial risks
- were disproportionately weighted to tertiary (reactive) interventions.

This may limit how public sector agencies demonstrate that they are meeting their requirements under the Health and Safety at Work Act 2015 to systematically identify, assess, eliminate/minimise and monitor psychosocial risks and provide the highest level of protection for workers.



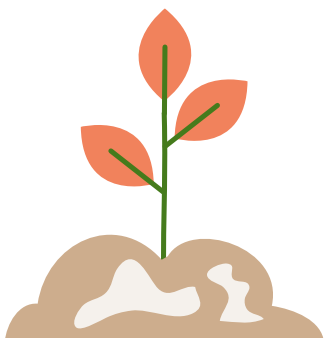
THE BARRIERS

- Knowledge of psychological health and safety / psychosocial risk management
- Capability to operationalise and apply evidence-based principles to the work/workplace
- Motivation, incentives and support to enact change

THE OPPORTUNITY

SUPPORT AGENCIES TO:

- 1 Understand wellbeing as an outcome of work that is designed, organised and managed well (mentally healthy work), and recognise psychological health and safety / psychosocial risk management as both a legal and moral obligation
- 2 Take a systematic approach to managing psychosocial risks, implementing the required operating models to achieve this
- 3 Re-balance focus and effort towards more preventative interventions (primary interventions) through increasing the capacities and capabilities of their organisation in order to enable better work.



MENTALLY HEALTHY WORK DEVELOPMENT PROGRAMME

"WORK BY DESIGN" CAPABILITY-BUILD PROGRAMME

2023
[PILOT]

The Mentally Healthy Work (MHW) Development Programme is a capability-build programme to lift psychological health and safety capability across the public sector. The focus of the programme is to build core literacy and equip agencies with sufficient theoretical and operational knowledge to apply to their work. The Leaders and Officer/Senior Leader cohorts are run as a small group peer-to-peer discussion style with the support of international organisational psychologists to explore key topics. The Practitioners cohort is run as an interactive lecture-tutorial style session. This three-streamed Programme is designed so that attendees at all levels undertake it at similar times, optimising its impact in creating a shared understanding and consistency in thinking across the organisation.

PRACTITIONERS

BUILD KNOWLEDGE AND CAPABILITY OF PRACTITIONERS TO APPLY EVIDENCE-BASED TECHNICAL KNOWLEDGE TO THEIR WORK

🕒 12 x 2-hour sessions (weekly March -June)

📍 Online (MS Teams)

🎓 Massey University

- ✓ Comprehensive knowledge on psychological health and safety and psychosocial risk management
- ✓ Identifying psychosocial risks and managing through effective interventions
- ✓ 2023 pilot for future micro-credentialed programme through Massey University

🎤 Practitioners will be invited to a separate forum hosted by the GHSL - the Mentally Healthy Work Community of Practice.

LEADERS

BUILD THE KNOWLEDGE OF H&S & HR MANAGERS TO ENHANCE STRATEGIC DIRECTION SETTING IN THEIR AGENCY AND SUPPORT PRACTITIONERS IN THEIR WORK

🕒 Quarterly (2 hour sessions) + two online 1.5 hour sessions

📍 In-person + online (MS teams)

🎓 Education component delivered by FlourishDx

🎤 Forum chaired by Chief Safety & Wellbeing Officer, Department of Corrections (sector champion)

- ✓ Fundamental knowledge on psychological health and safety and psychosocial risk management
- ✓ Psychological health and safety key principles and concepts, operating models and interventions, strategic monitoring and assurance
- ✓ Peer-led forum to discuss ideas, challenges and next steps

OFFICERS / SENIOR LEADERS

BUILD THE UNDERSTANDING OF OFFICERS/SENIOR LEADERS WHO ENABLE THE RESOURCING AND PRIORITISATION OF MENTALLY HEALTHY WORK WITHIN THEIR AGENCY

🕒 Quarterly (1.5hour sessions)

📍 In-person, Department of Corrections & Ministry for Primary Industries

🎓 FlourishDx

🎤 Forum chaired by Chief Executive, Department of Corrections (sector champion)

- ✓ Fundamental knowledge on psychological health and safety, legislative requirements and regulator expectations
- ✓ How to operationalise mentally healthy work through effective operating models, systems and assurance
- ✓ Peer-led forum to discuss ideas, challenges and next steps
- ✓ Contributes to HSWA s44(a) requirement to keep up to date, knowledge of work health and safety matters

THIS PROGRAMME HAS BEEN DEVELOPED BY THE GOVERNMENT HEALTH AND SAFETY LEAD IN PARTNERSHIP WITH MASSEY UNIVERSITY AND FLOURISHDX. THE PROGRAMME IS CHAMPIONED BY THE DEPARTMENT OF CORRECTIONS AND SPONSORED BY WORKSAFE NEW ZEALAND.

MENTALLY HEALTHY WORK COMMUNITY OF PRACTICE

FACILITATE THE SHARING OF GOOD PRACTICE,
IDEAS AND CHALLENGES ACROSS THE SECTOR

PRACTITIONER COMMUNITY OF PRACTICE



Monthly - 1.5 hour duration



Online (MS Teams)



GHSL Host / rotating agency Chair

Practitioners and mental health 'leads' are tasked with establishing or managing various programmes or initiatives that support mental health in their workplace, and may have limited access to advice or guidance on what to implement and how to do this effectively.

The Mentally Healthy Work Practitioners' Community of Practice (COP) will address this gap by providing a forum for practitioners who lead or support their agency's efforts relating to psychosocial risk management/mentally healthy work.

As the Chief Executive and H&S/HR Manager cohorts build their capability and vision for mentally healthy work, practitioners will need support in implementing this in their agency.

The COP will enable practitioners to share challenges, ideas, and insights from their work and discuss concepts learnt from the Development Programme. Good practice identified in the COP will be utilised for the MHW Hub to share more broadly with the sector.

Guest speaker examples

- Professor Tim Bentley, **Director of the ECU Centre for Work + Wellbeing**
- Joelle Mitchell, **Organisational Psychologist and Global Head of Psychological Health and Safety, FlourishDx**
- Phil Parkes, **Chief Executive of WorkSafe New Zealand**
- Kate Milburn, **Organisational Psychologist at Umbrella**
- Chris Jones, **Chief Safety and Wellbeing Officer at Department of Corrections**
- Steve Kearny, **Clinical Psychologist and Chief Mental Health Officer for the NZ Defence Force**
- Dr Kate Bone, **Manager Wellness Research & Development, Kainga Ora**
- **Others (TBC)**

Agency examples

- Fire & Emergency NZ
- Government Health & Safety Lead
- Ministry of Health
- NZ Trade and Enterprise
- Kainga Ora
- NZ Defence Force
- MBIE
- Corrections
- Waka Kotahi
- Auckland City Council
- Ministry for Primary Industries

MENTALLY HEALTHY WORK HUB

2024

A CENTRALISED PLATFORM FOR AGENCIES TO ACCESS
RESOURCES, TOOLS, IDEAS AND INITIATIVES FROM OTHER
AGENCIES AND EXPERTS



CASE STUDIES

- 1 TBC (2024)
- 2 TBC (2024)
- 3 TBC (2024)
- 4 TBC (2024)

VIDEOS

- 5 EARLY ADOPTERS: CHIEF EXECUTIVES LEADING FROM THE TOP (2024)
- 6 WORKSAFE AND MENTALLY HEALTHY WORK - WHAT CAN WE EXPECT? (2024)

TOOLS

- 7 MANAGERS' TOOLKIT - NAVIGATING MENTALLY HEALTHY WORK (2024)
- 8 HEALTH AND SAFETY REPRESENTATIVES AND MENTALLY HEALTHY WORK - INTERACTIVE GUIDE
- 9 HIERARCHY OF CONTROLS FOR PSYCHOSOCIAL RISKS
- 10 MY ROLE IN MENTALLY HEALTHY WORK - WORKERS' INTERACTIVE GUIDE

RESOURCES

- 11 PSYCHOLOGICAL HEALTH AND SAFETY: BUSINESS CASE TEMPLATE (2024)
- 12 STRATEGIC DIRECTION-SETTING GUIDE
- 13 PSYCHOLOGICAL HEALTH AND SAFETY / WELLBEING POLICY TEMPLATE
- 14 FACT SHEET: KEY DEFINITIONS AND CONCEPTS
- 15 APPROACHES AND FRAMEWORKS FOR MENTALLY HEALTHY WORK
- 16 WHO OWNS WHAT? OPERATING MODELS FOR ENABLING MENTALLY HEALTHY WORK QUICK GUIDE

KEY SECTOR EVENTS

2022-2023

PROMOTE MENTALLY HEALTHY WORK THROUGH KEY SECTOR
EVENTS AND OTHER EXTERNAL OPPORTUNITIES

SEPTEMBER
2022



WorkSafe has developed a **Mentally Healthy Work book** which was released in September 2022. The GHSL has contributed a chapter which discusses mentally healthy work in the public sector. The GHSL will support promotion of this resource to the sector.

JUNE
2023

Government
Health & Safety Lead

The GHSL will host our annual **Health and Safety Representative of the Year Awards and Conference**. The 2023 focus is on Mentally Healthy Work and the role of the Rep. Key speakers include:

- **Jacqui Maguire** (MC) - Clinical psychologist
- **David Burroughs** - Chief Mental Health Officer (Westpac)
- **Jason van Schie** - Organisational psychologist and Managing Director of FlourishDx
- **Dougal Sutherland** - Clinical psychologist and Chief Executive of Umbrella



Government
Health & Safety Lead

GOVERNMENT HEALTH AND SAFETY LEAD

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