

Mentally Healthy Workplaces

Implementing the Strategy



Identifying the risks

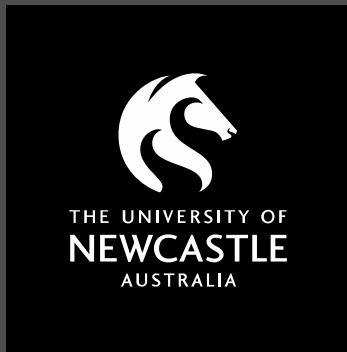
- Risk assessment
- Review EAP reports and talk with the providers
- Review what is happening in the sector
- Psychological Working Party
- Surveys

Actions	Performance Indicators	Responsibility/ Accountability	Review
<p>4.1 Making a visible commitment to mental health and wellbeing as a priority area in organisational planning, decision making and strategies</p>	<p>Incorporate consideration of workforce health and mental wellbeing into the University's Corporate planning process with identification of appropriate initiatives included within the annual planning cycle</p> <p>Initiatives to be identified based on identified issues, feedback from focus groups and committees, performance against benchmarks, and identified gaps within policies and procedures.</p> <p>Ensure effective review and monitoring of outcomes against plan</p>	<p>Director People and Workforce Strategy</p>	<p>Mental Health included in staff EBE agreement and Change process. Monitor plan through EAP reporting and Your Voice Surveys. Review December 2018</p>



Preventative Practices

- Training and education
- Page dedicated to mental health
- Tip sheets
- Promotion of mental health days
- Health Promotion Working Party
- Endorsement by leaders



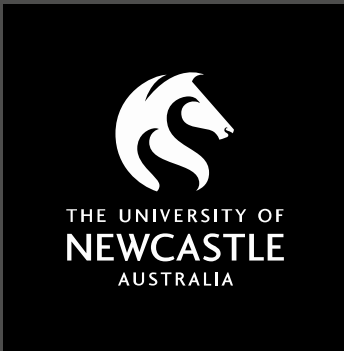
Early Intervention

- HR flags if someone is taking volumes of leave or off for an extended period
- Leaders are trained in recognising early warning signs
- Well to work program



Workforce Mental Health Plan

- Objectives
- Background
- Responsibilities
- Risk assessment
- Symptoms of stress, anxiety and tips
- Help and support available for top 5 issues
- Who to go to



The journey continues....

- Constantly reviewing workforce MH plan
- EAP reports
- Talking to business partners about what is happening out there
- Ensure psychological working party have key goals

