

The National Workplace Initiative

Blueprint for Mentally Healthy Workplaces

RELEASE 1, 2021



Australian Government

National Mental Health Commission

The National Workplace Initiative



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 **MENTALLY
HEALTHY
WORK
PLACE ALLIANCE**

The Blueprint for Mentally Healthy Workplaces

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Mentally healthy workplaces



What do mentally healthy workplaces for a sole trader?

Sole traders recognise the importance of looking after their own mental health as an essential investment in the quality of their work. They set healthy boundaries that allow time to connect and recharge.

They recognise that good business practices are also good for mental health, with effective and compliant processes reducing some of the stress that can come with running a business. They reach out for help when required, whether it is with finance, administration, strategy or mental health.



What do mentally healthy workplaces for small businesses?

Small business owners model the importance of looking after mental health as an essential investment in business health. They balance the pressures of running a small business with time away to connect and recharge, and encourage their people to do the same.

Small business owners recognise that addressing psychological hazards at work is as important as addressing physical hazards and do what they can to support people in their roles. Rosters, equipment and technology support mental health rather than creating chronic stress. They recognise that good business practices are also good for mental health, with effective and compliant processes reducing some of the stress that can come with running a business.

Foundations of mentally healthy workplaces

There is no simple solution to creating mentally healthy workplaces. Instead, it hinges on commitment and action to strengthen three key pillars across any organisation:



Protect

- Identify and manage work-related risks to mental health.



Respond

Build capability to identify and respond to support people experiencing mental ill-health or distress.



Promote

Recognise and enhance the positive aspects of work that contribute to good mental health.

Making complexity simple
by focusing on key principles

People may become interested in making their organisation or business mentally healthy for many reasons. In researching how the National Workplace Initiative can help, we heard that it is common for people to feel confused about where to start.



Human resources and safety professionals

44 Do we have the right policies and programs?

The amount of information and resources available online can be overwhelming, and it is hard to know what is relevant and what to trust. It can also be challenging to understand which roles hold accountability for driving mentally healthy workplaces within an organisation, and what capabilities are required.

Like many strategic approaches, the best path for any organisation or business to create mentally healthy workplaces can evolve over time. Using key principles to guide action, being aware of legislated requirements and testing what works can help people identify the best approach for their organisation or business.



Industry Index

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Sole trader

44 How do I manage stress from work?



44 How do we support people going through a rough patch?



CEO and board

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Are we compliant?

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Protect

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Promote


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Respond

Build capability to identify and respond to support people experiencing mental ill-health or distress.



 These pillars overlap, with action in one of these areas often leading to improvements in others.

Share your thoughts on the Blueprint for Mentally Healthy Workplaces



<https://haveyoursay.mentalhealthcommission.gov.au/blueprint-for-mentally-healthy-workplaces>

