Mentally healthier workplaces

Road to a Mentally Healthier Workplace

These evidence based mental health action areas aim to minimise the impact of workplace risk factors and maximise the impact of protective factors.

Depending on your size and industry, some initiatives will be more suitable and have a greater impact than others. Remember to consult with your staff along the way.

Action area	Examples
Design jobs to minimise harm	> Understand the hazards > Consult your staff to understand what affects their mental health and safety > Deliver training, develop a mental health policy and encourage open dialogue around workloads and change
Promote positive factors	> Promote employee growth, play to employees' strengths, give recognition and provide constructive feedback > Encourage collaboration and social connection > Provide professional development opportunities > Generate awareness of inappropriate behaviours and how to deal with them > Include mental health education in employee induction
Strengthen resilience	> Provide stress management and resilience training for staff > Promote regular physical activity at the worksite/in the workplace > Provide mentoring and coaching
Intervene early	> Ensure external support networks/resources for staff are available > Offer wellness checks > Implement peer support schemes > Provide stress management and mental health first aid training > Develop clear policies and protocols around suicide and suicide risk
Support recovery	> Develop the capabilities of leaders and managers to cultivate a mentally healthy workplace > Provide and promote external and internal mental health supports that are confidential and easily accessible (e.g. EAP grievance officers, peer supporters and 'wellbeing champions') > Provide return to work support
Reduce stigma	> Support staff to manage and improve their mental health > Empower staff to identify the signs of stress, poor mental health, and suicidal risk > Encourage leaders to speak openly as advocates for mentally healthy workplaces > Promote a zero-tolerance stance on discrimination

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