



Further resources for mental health at work

All businesses, regardless of their size or structure, need to have an understanding of the many facets of mental health in the workplace. This involves maintaining an awareness of the legislative requirements, providing a mentally healthy workplace for best business outcomes and understanding how to support employees who are dealing with mental health issues.

For a small to medium business, this may sound like a significant task. Fortunately, there are a lot of very useful free resources out there that you can access to help get you started. Here are some resources that we recommend:

- 1** The Mental Health Commission is administering a National Workplace Initiative which has produced a **Mentally Healthy Workplaces Blueprint** and will launch a digital portal full of practical resources later in 2022. Make sure you have this site bookmarked!
- 2** A Tasmanian initiative called **Head4Work**, funded by Worksafe Tasmania and shared with business via the Tasmanian Chamber of Commerce and Industry, is an introductory level online training program with modules for employees, supervisors and leaders. It's free to access and if you have a large number of employees completing the program, you can see the areas of knowledge that need more development as it has quizzes embedded to check learning.

DID YOU KNOW?

Did you know that working conditions can both protect AND harm your mental health?

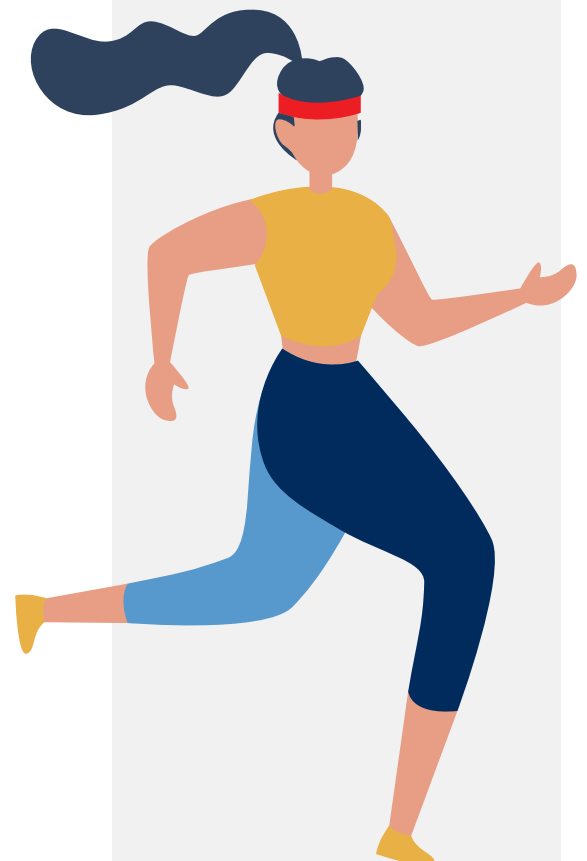


PROF ANGELA MARTIN

Founder & Principal Consultant of Pracademia

Professorial Research Fellow, Menzies Institute for Medical Research

Adjunct Professor of Management, College of Business & Economics, University of Tasmania





- 3** An evidence based psychosocial risk assessment tool called **People at Work** is being recommended by all health and safety regulators in Australia (for employers with more than 20 staff). This platform helps you to set up a risk assessment survey and provides guidance on how to address the identified risks. This is a critical strategy for preventing harm to employee mental health that may be caused by unknown and or unmanaged sources of work related stress. It is also a legal requirement under work health and safety laws that risks are assessed and controlled as far as is 'reasonably practicable.'
- 4** The **model code of practice** recently released by SafeWork Australia provides guidance to employers about what is expected and gives a number of examples of how risks can be better controlled.
- 5** The promotion and support of small business people's mental health is critical to our economy and society. If you are a sole trader or small business, the **Ahead for Business** program has been created by an organisation called Everymind. It is a great program to check out if you work on your own or with a small group of people.



If your organisation would benefit from some locally based expert advice please **get in touch** with our team at Pracademia.

