

OVERVIEW

Staff Mental Health Strategy

A Department of Education strategy focusing on positive mental health

Purpose

The Staff Mental Health Strategy: A Department of Education strategy focusing on positive mental health was informed by a department-wide consultation and establishes a long-term plan to:

- ▶ create psychologically safe workplaces
- ▶ foster positive mental health
- ▶ build a more resilient and connected organisation.



Focus areas

This will be achieved through three focus areas:

1 Promotion and prevention

- ▶ Promote systems and tools to proactively identify and manage psychosocial risks.
- ▶ Promote mental health awareness, knowledge and understanding.
- ▶ Raise awareness of support services available for workplaces and individuals to reduce the impact of mental ill health on an individual's daily work life.

2 Support and early intervention

- ▶ Staff have timely access to early intervention and rehabilitation services.
- ▶ Develop the capability of leaders to support the mental health and wellbeing of staff.
- ▶ Develop and promote resources that support proactive management of workplace psychosocial risks.

3 Response and recovery

- ▶ Encourage a person-centred approach in response to staff who are experiencing mental ill health.
- ▶ Reduce barriers to individuals seeking assistance and accessing mental health and wellbeing support, together with better integration of internal and external support services.

Action plan

- ▶ The Staff Mental Health Strategy Action Plan includes key objectives and actions aligned to the above focus areas.
- ▶ The plan will be reviewed annually in consultation with representative stakeholders to ensure suitability and progression of achievements.

For more information and to read the full strategy, search OnePortal

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