

National Workplace Initiative – The Blueprint for Mentally Healthy Workplaces

Presenter's briefing

This briefing is to support anyone giving a presentation on the Blueprint for Mentally Healthy Workplaces. It provides further information and speaking notes to use in conjunction with the NWI 'Blueprint presentation' PowerPoint pack.

Presenting on the Blueprint

- The 'Blueprint presentation' PowerPoint pack aims to enable stakeholders and those passionate about mentally healthy workplaces to promote the Blueprint for Mentally Healthy Workplaces to their members and networks.
- Our goals are to **encourage organisations to engage with the Blueprint** and to **provide feedback** on how it resonates with them/their organisation and where future versions can be improved.
- If your audience or members seek additional information or have questions you are unsure how to answer, please direct them to the National Mental Health Commission website (www.mentalhealthcommission.gov.au) where the Blueprint is available for download and feedback can be provided or encourage them to contact the NWI team directly (nwi@mentalhealthcommission.gov.au).

Key information about the Blueprint

- The Blueprint for Mentally Healthy Workplaces aims to align organisations and various stakeholders around a nationally consistent approach to creating mentally healthy workplaces.
- It has been shaped through several stages of consultation and iteration.
- The release of the Blueprint marks a new phase of engagement as we seek feedback on how it resonates with organisations and where future versions can be improved.
- At a high level, the Blueprint outlines a vision for mentally healthy workplaces that can be shared by organisations of different sizes and industries. It sets out three key areas for actions (Protect, Respond, Promote), and it outlines suggested guiding principles for organisations seeking to create mentally healthy workplaces.
- The Blueprint has been produced through the National Workplace Initiative, which is led by the National Mental Health Commission with input from the Mentally Healthy Workplace Alliance.

Need help presenting?

The National Workplace Initiative team can answer questions or provide further resources or materials to help you present on the Blueprint for Mentally Healthy Workplaces. A member of the team may also be available to present to your members/networks if preferred. **Get in touch with us:** nwi@mentalhealthcommission.gov.au or call 0405 420 336.

Speaking notes

Slide 2:

- In the 2019-20 Federal Budget the Government announced an investment of \$11.5 million over four years for the National Workplace Initiative (NWI).
- The National Workplace Initiative was established to create a **nationally consistent approach to mentally healthy workplaces in Australia**.
- The National Workplace Initiative is led by the National Mental Health Commission with input from the Mentally Healthy Workplace Alliance.
- The Alliance is a group of national organisations representing business, unions, and the mental health, workplace health and government sectors.
- The core of the NWI is a digital portal that will connect organisations and businesses with trusted information and services to address their specific needs around creating mentally healthy workplaces.
- The NWI has produced a **Blueprint for Mentally Healthy Workplaces** and is seeking your feedback to inform future versions.

Slide 3:

- The Blueprint is a **foundation for a nationally consistent approach** – it is intended to align business, unions, and the mental health, workplace health and government sectors to common principles for mentally healthy workplaces.
- As our understanding of mentally healthy workplaces evolves: as research is completed, reform occurs and emerging practice begins to influence organisations, the Blueprint will need to adapt. For this reason, it is intended as a **living document**. Future versions will be progressively released.
- The Blueprint was developed through extensive **cross-disciplinary consultation** over several stages with numerous organisations across sectors and the Mentally Healthy Workplace Alliance.
- The Blueprint is for all organisations and businesses, supporting them to think holistically about mentally healthy workplaces.
- It is the centrepiece of the NWI. The Mentally Healthy Workplaces digital portal will build on each of the principles in the Blueprint, supporting the implementation of a mentally healthy workplace.

Slide 4:

- The Blueprint recognises that there is no simple solution to creating mentally healthy workplaces.
- Instead, creating mentally healthy workplaces hinges on commitment and action to strengthen **three key pillars** across any organisation: **Protect, Respond and Promote**.

- *Protect* means to identify and manage work-related risks to mental health.
- *Respond* means to build capability to identify and respond to support people experiencing mental ill-health or distress.
- *Promote* means to recognise and enhance the positive aspects of work that contribute to good mental health.
- Importantly, the Blueprint calls out that Organisations and businesses have **legal obligations** related to Protect and Respond pillars making these a good place to focus on first.
- The Blueprint emphasises that the three pillars often **intersect** – and actions in one area often lead to improvements in others.
- For example, good awareness of legal requirements related to work health and safety, and workers' compensation, are likely to be important for both the Protect and Respond pillars.

Slide 5:

- Our collective goal now is to encourage organisations to **engage with the Blueprint** and to **give their feedback** on how it resonates with them and their organisation, and where we can improve future versions.
- In line with the NWI's co-design approach, the team is seeking to reach with a broad range of organisations and groups to encourage engagement with the Blueprint and help improve it over time.
- Visit the Blueprint page on the Commission's community engagement hub (link in slide) to access the document and various means to provide feedback including a survey.
- **Feedback on Release 1 will be open until Friday 26 November.**