

—  
The National Workplace Initiative

# Blueprint for Mentally Healthy Workplaces

RELEASE 1, 2021



Australian Government

National Mental Health Commission

# The National Workplace Initiative



**Australian Government**

---

**National Mental Health Commission**

**MENTALLY  
HEALTHY  
WORK  
PLACE ALLIANCE**

# The Blueprint for Mentally Healthy Workplaces

## Blueprint for Mentally Healthy Workplaces

Release 1, September 2021



**Australian Government**  
National Mental Health Commission

### Mentally healthy workplaces

#### What do mentally healthy workplaces look like 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 finances, administration, strategy or mental health.

Sole traders also recognise that their work has an impact on others and understand their role in responding and providing support to people around them. The value of a strong personal network for support is clear.

#### What do mentally healthy workplaces look like for small businesses?

Small business owners make the importance of looking after mental health an essential investment in business success. 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. Business 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.

Small business owners recognise the importance of looking after the people who are part of their business. Being in a small business communication opens up concerns and findings to their staff and team. They are informal, but they are heard and valued.

Small business owners provide people with the support they need to be successful. Workers have their best of them, they feel confident about their work, and feel connected and valued for their role. They care for the people who matter who they are.

### 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 health or illness.
- 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 approaches within an organisation, and what capabilities are required.

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

44 How do we address mental health in our industry?

44 How do we manage stress from work?

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

44 How are we performing relative to others? Are we compliant?

**National Workplace Initiative**

Small business

CEO and leaders

Industry bodies

Sole trader

5 | Blueprint for Mentally Healthy Workplaces | National Workplace Initiative

## Protect

Identify and manage work-related risks to mental health.



## Promote

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



## Respond

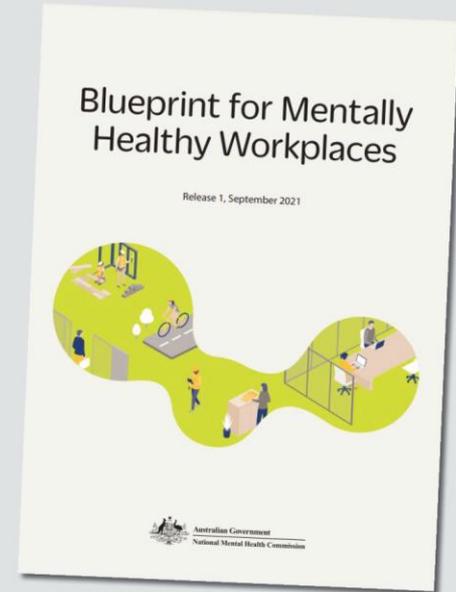
Build capability to identify and respond to support people experiencing mental ill-health or distress.



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

# HAVE YOUR SAY

Share your thoughts on the Blueprint for Mentally Healthy Workplaces



Read the Blueprint and provide feedback

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

