

# Mentally **HEALTHY** WORKPLACES

## What can I do to **MAKE A DIFFERENCE?**

The South Australian Public Sector is committed to mentally healthy workplaces where people feel supported so that they can deliver for the SA community.



Government  
of South Australia

### Raise AWARENESS

**Building a common understanding of mental health and mental illness to reduce stigma, help people recognise signs of mental illness and have the skills to respond appropriately.**

#### Agency

Make talking about and supporting mental health part of workplace culture so that it's 'how we do things around here'.

#### Managers

Lead a team that can talk openly and learn more about mental health and mental illness in the workplace.

#### Employees

Learn more about mental health and mental illness so you can support your own and others' wellbeing.

### Build THE POSITIVES

**Create a culture of care where people feel supported at work, to enhance mental health and reduce the impact of stressors in the workplace.**

#### Agency

Develop a positive organisational culture with well-designed jobs and supportive relationships that promote good mental health.

#### Managers

Be clear about what the team needs to achieve, get to know the individuals in your team and lead by example with care and respect.

#### Employees

Behave respectfully towards others and make connections with people in the team. Participate in physical and mental wellness programs that promote good health.

### Prevent HARM AND MANAGE RISK

**Identifying psychosocial hazards and control the risks they pose. Preventing harm is a key component of creating a mentally healthy workplace.**

#### Agency

Understand psychosocial hazards to mental health, assess the risks in the agency and ensure there is a plan to protect mental health by systematically reducing the risks.

#### Managers

Identify psychosocial hazards and control risks to reduce stress for you and your team.

#### Employees

Recognise psychosocial hazards in the work environment. Take steps to control risks by discussing options with colleagues and managers and contributing to change.

### Intervene EARLY AND SUPPORT RECOVERY

**Encourage people to seek support for mental health concerns by addressing stigma relating to mental illness and increasing people's capability to respond supportively.**

#### Agency

Ensure everyone understands that mental illness is common, treatable and can be discussed openly. Support employees to seek help and stay at work whenever possible.

#### Managers

Know how to recognise the signs of mental illness and offer support to employees who you are concerned about.

#### Employees

Seek help early to support your own mental health and encourage others to do the same.

**For more information:** about how to play your part in creating a mentally healthy workplace where you work, go to [www.publicsector.sa.gov.au](http://www.publicsector.sa.gov.au)