

Mentally HEALTHY WORKPLACES FRAMEWORK

Purpose

To create mentally healthy workplaces that support employees through their public sector career.

An integrated approach is critical to ensuring a strong, confident, resilient and agile workforce. This framework is founded on both the South Australian Public Sector Values and Behaviours Framework, the Code of Ethics and the objects and principles of the [Public Sector Act 2009](#).

Critical Success Factors

- 1 Leadership commitment
- 2 Collaborative approach
- 3 Central coordination
- 4 Shared mental health objectives
- 5 Plan of action at multiple levels of the agency
- 6 Commitment of resources
- 7 Measurement of improvements

Develop organisational culture that reduces stigma, supports mental health and enhances engagement at work

Design roles and work environments that better protect mental health

Increase the capability of our people to recognise and respond to mental illness, reduce stigma and support people to seek help early

Provide appropriate support services that enable employees with a mental illness to stay at or return to work

Develop strategies, policies and procedures that address risks to mental health and evaluate their effectiveness

Ensure work health and safety management systems protect and support mental health and systematically manage risks

Build the Positives

Work environments support mental health

Prevent Harm and Manage Risk

Mental health risks are reduced

Raise Awareness

Build understanding and capability to support mental health

Intervene Early and Support Recovery

Mental illness is recognised and responded to



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