

NSW Mentally Healthy Workplaces

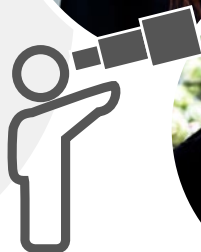
STRATEGY TO 2022

The NSW Mentally Healthy Workplaces Strategy to 2022 was published in May 2021 and is an update to the NSW Mentally Healthy Workplaces Strategy 2018-2022.



What are the changes?

We are focusing more on increasing the mental health capability of small (1-19 staff) and regional businesses.



We are investing in new initiatives

Direct practical coaching: A free service for micro, small and medium businesses that offers coaching from an expert on any workplace mental health topic they need.

Regulatory services: Clear guidance to employers on how they can meet their obligations under work health and safety (WHS) laws to provide a mentally healthy workplace, including progressing work on a proposed NSW Code of Practice for 'Managing the risks to psychological health'.

Regional education: Upskilling employers, industry associations and allied health professionals by taking the message to the bush.

Self-service resources: A new and improved website with practical guides and evidence-informed resources; streamlined access to free services like mental health training; and self-assessment tools that businesses can use to measure and improve their performance on mental health, including the short 'BMT-11 pulse' and more comprehensive 'Healthy Workplaces Check'.

Ambassador program: Recently recruited Ambassadors will use their influence, networks and communication channels to motivate employer action on mental health.

Integrated healthy workplaces strategy:

Development of a WHS strategy that will plan how NSW can address physical and mental health and safety beyond 2022.

We are making changes to address our customers' feedback

Mental health training: New content will be added to inform participants about their roles and responsibilities under WHS laws to create a mentally healthy workplace, plus further tailoring to business types.

Lead positive change in the government sector: We will have an increased focus on motivating action across government; modelling best practice within the Department of Customer Service; and creating templates, tools and resources tailored for the government sector.

Recovery at work: We will focus on early help-seeking and reducing stigma, in addition to our existing focus on supporting workers through the recovery at work process.

To deliver the above, we will no longer continue with the projects listed below. Their aims have been addressed in our new or adjusted initiatives:

- Workplace Health Promotion (formerly under 'Awareness raising' stream)
- Develop pathway/eHealth tools (formerly under 'Evidence-informed interventions' stream)
- Public Commitment (formerly under 'Building employer capability' stream)
- Mentoring (formerly under 'Building employer capability' stream)

Why have there been changes?

2020 marked the mid-point of the NSW Mentally Healthy Workplaces Strategy 2018-2022. The NSW Government ordered independent reviews to check the strategy was on track to achieve its outcomes.

We wanted to know what, if any, changes were needed to keep the strategy relevant to workplaces and respond to events and trends that had happened since the strategy's launch, such as the COVID-19 pandemic.

The reviews found the strategy was still relevant and had made a number of achievements. However, changes were recommended to make sure it had a bigger reach and impact by June 2022.

These recommendations are reflected in the new and adjusted initiatives detailed above.

How did we decide what to change?

Mentally Healthy Workplaces benchmarking tool:

In 2020 we commissioned Instinct and Reason to survey 12,000 employers and workers and compare the results to our 2017 baseline survey of 2,000 employers. The findings revealed the areas of workplace mental health that NSW employers need the most support with.

Ambassador roundtable: Our Mentally Healthy Workplace Ambassadors, who are from a diversity of industries, identified six key areas for action in NSW workplaces.

Mid-point evaluation: We commissioned Urbis Pty Ltd to conduct the mid-point evaluation of the strategy. The mid-point evaluation measures

progress towards the strategy outcomes by 2022 and beyond, in line with the NSW Mentally Healthy Workplaces Strategy Evaluation Framework.

Meta-Review of the Evidence: We commissioned the University of Sydney to review the latest evidence on what increases people's risk of poor mental health at work, and what interventions can protect them or reduce their risk.

Expert advisor: An independent expert advisor reviewed all of the above evidence, as well as other evidence on workplace mental health from around Australia and gave a summary of recommendations.