M 2 Mental Health in the Workplace

Mental Health Policy

Our commitment

We are committed to ensuring that the people who work for this organisation have every opportunity to live their lives free of mental illness.

We will focus on minimising the risks to mental health posed by work and maximising the prospects of full recovery for workers who experience poor mental health as a result of their work.

However, recognising that many workers will attend work with mental health issues that are not work-related, we are committed to affording mentally unwell workers support and accommodation in the workplace in their journey back to good health.

Scope

This policy is designed to benefit all individuals who provide their personal services to this organisation whether as direct employees or contractors, or as employees or contractors of an entity engaged by us. It does not, however, constitute a term of any agreement regulating the provision of those service. Nor does it create any legal rights enforceable by any person.

What we will do

We will provide, as far as is reasonably practicable, a workplace that is safe and without risks to mental health.

To this end we will:

* not tolerate workplace bullying, and respond to complaints and reports of behaviours that are inconsistent with our ***[insert name of relevant workplace policy, e.g. Respect in the Workplace Policy]***;
* educate and train managers and employees to deal with other workers fairly and reasonably in relation to work issues;
* undertake performance management, disciplinary and related processes in a manner that is proportionate, fair and reasonable; and
* work with appropriate persons to design suitable return to work programs for workers suffering incapacity to work arising from mental illness.

We will endeavour to provide a working environment that recognises mental health issues and supports employees to deal with these issues.

To this end we will:

* promote awareness of the causes of mental illness and appropriate responses to it;
* not tolerate unlawful discrimination, victimisation or ostracism of workers because of (or for reasons which include) the fact or assumption that they have poor mental health;
* ensure access to a well-resourced Employee Assistance Program that allows employees to seek confidential and effective support as they deal with mental health issues; and
* encourage workers to speak up if they feel they are struggling at work due to poor mental health, and to give them confidence they will be supported and respected.

We will strive to promote the health and wellbeing of people who work for us.

To this end we will:

* encourage participation in social, leisure and recreational events and activities that are organised or sponsored by this organisation; and
* implement measures that achieve a fair and reasonable accommodation of family and carer responsibilities.

If you have any queries regarding the support available in this organisation to resolve mental health issues, please contact Human Resources or your manager.