UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Workplace Mental Health Strategy

2020-2025

Message From the Vice-Chancellor

——

7 K HW DPCH Q K H D O W K   HD Q G
8 Q L Y R U V :LRWO\O R Q J R Q J
X V   DW L DW Q W L Q CH   E 7K KH
SD U W L F X O D U H O \ I \R W U PHD
(Y H U \ R Q H   L V   L DSW D FVV
V W D J H   L Q W W K HL N Q R Z
W K H   U H O H Y D Q W D O XS
GL I I H U H Q F H

: L W K L Q   W K L V   6 W U D W
F R P P L W P H Q W   W R   S U R
D Q G   V X S S R U W V   S R V L
D Y D L O D E O H   Z H O O E H L

,   H Q F R X U D J H   D O O   P
F U H D W L Q J   D   V D I H   D
R S H U D W L Q J   Z L W K   F R
V X S S R U W   ,   D O V R   H
V X S S R U W   D Q G   N Q R Z
R U   W U L Y L D O

< R X U   Z H O O   E H L Q J   P
L Q V W L W X W L R Q   L I   Z H

Professor P D W U L F L D   ' D Y L G V R Q
8 2 Vice-Chancellor   3 U H V L G H Q W
) H E U X D U \

Overview

——

In accordance with Goal 3.1 of the University's Strategic Plan 2016-2020, the University is committed to providing a mentally healthy workplace for its staff that allows them to work at their best and contribute to the success of the University.

This includes not only removing or minimising risks to mental health and safety but also providing a workplace that promotes positive mental health and wellbeing.

This strategy outlines the University's continuing commitment to providing a mentally healthy workplace and the specific objectives to achieve it.

Vision

——

The University is a mentally healthy workplace where all staff have a shared vision of, and commitment to, positive mental health.

Monitoring and Evaluation

——

The implementation of this strategy will be regularly monitored via the University's Work Health and Safety Committee and reports to University Council.

UNIVERSITY
OF WOLLONGONG
AUSTRALIA

DEFINITIONS

MENTAL HEALTH

Mental health is defined by the World Health Organization as "a state of wellbeing in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community."

MENTAL ILLNESS

Mental illness is defined by the Australian Department of Health as a "clinically diagnosable disorder that interferes with an individual's cognitive, emotional or social abilities. The diagnosis of mental illness is generally made according to the classification system of the Diagnostic and Statistical Manual of Mental Disorders (DSM–V) or the International Classification of Diseases (ICD)".

MENTAL ILL-HEALTH

Mental ill-health is defined by the Black Dog Institute as "including symptoms such as changes in emotion or behaviour not of sufficient severity to be diagnosed as a mental illness which may resolve in time or when a person's situation changes or if problems persist or increase in severity, may develop into a mental illness".

WORKPLACE MENTAL HEALTH RISK FACTORS

As outlined by the UK Health and Safety Executive Management Standards the following six workplace risk factors can adversely affect mental health:
- demands
- control
- support
- relationships
- role
- change.

—— KEY FOCUS AREAS ——

The University's Workplace Mental Health Strategy will concentrate
on the following key focus areas

| Governance | Mental health and wellbeing awareness and promotion | Early identification and timely response | Access to support services | Recovery at work |

UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Focus Area: Governance

Objective

To establish an inclusive and responsive institutional culture that recognises the mental health and wellbeing needs of staff through organisation structure, policy development and review.

Proposed Activities:

- Undertake policy development and review to ensure that recognition of mental health is included within key policies and newly identified ones e.g. Workplace Support Policy, building design standards.
- Incorporate mental health and wellbeing objectives into organisational planning.
- Include mental health and wellbeing within the terms of reference for Work Health and Safety (WHS) Committee and Safe@Work Committees.
- Seek opportunities to link student and staff mental health strategies and objectives.
- Audit of workplace mental health risk controls to be included into University internal audit schedule.

Success will look like:

- Key University policies will include statements with regards to mental health and wellbeing where appropriate e.g. WHS Policy.
- Organisational and business unit plans will include mental health and wellbeing initiatives.
- WHS Committee and Safe@Work Committee terms of reference will include mental health and wellbeing.

UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Focus Area: Mental Health Awareness and Wellbeing Promotion

Objective

Implement mental health awareness education, training and resources for staff to enhance mental health literacy, reduce stigma and encourage help-seeking behaviours.

Proposed Activities:

- Establish an online mental health and wellbeing platform (included in LifeWorks EAP) for staff which provides easy access to resources, e-mental health programs, University activities, training dates and information.
- Promote the six dimensions of employee wellbeing: occupational, emotional, intellectual, social, physical and financial.
- Develop Staff and Supervisor Mental Health at Work Guidelines to improve mental health literacy and practices to address workplace mental health risk factors.
- Increase mental health training programs covering awareness, prevention, support and recovery information and tools for staff and supervisors.
- Continue to deliver training for staff to have the necessary first aid skills to support colleagues and students with mental health problems such as Mental Health First Aid training.

Success will look like:

- Staff can access mental health and wellbeing information, training and other resources via an online platform.
- Staff and Supervisor Mental Health at Work Guidelines are available.
- Mental health training program available and accessible for staff.
- Staff with supervisor responsibilities to undertake Mental Health Awareness Training for Managers and Supervisors.
- Awareness raising program promoting respect and core University values delivered for staff and supervisors.

UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Focus Area: Early Identification and Timely Response

Objective

To ensure staff and supervisors are equipped with the knowledge and skills to recognise and respond to early signs of mental ill-health or mental illness in themselves and others.

Proposed Activities:

- Prepare and disseminate Staff and Supervisor Mental Health at Work Guidelines which include early warning signs, responding to mental health situations and available resources.
- Implement a program that educates staff and supervisors about promoting respect and core University values in the workplace.
- Design and implement standardised response procedures to bullying and grievances.
- Promote self-referral to University's employee assistance provider for over the phone or face-to-face counselling, via information sessions and awareness raising activities.
- Establish a network of mental health first aid contacts from employees who have attended Mental Health First Aid training.

Success will look like:

- Staff and Supervisor Mental Health at Work Guidelines available.
- Awareness raising program promoting respect and core University values delivered for staff and supervisors.
- Staff utilisation of EAP services is at or near benchmark.

UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Focus Area: Access to Services and Support

Objective

To ensure staff who experience a mental illness have direct access to relevant services to ensure that the University responds in a way that is timely, coordinated and compassionate.

Proposed Activities:

- Provide further education and training to staff and supervisors on what mental health support is available and how to access it.
- Continue to upskill relevant internal support services on best practice support strategies for staff with a mental health illness.
- Identify expected cost and funding source for the provision of counselling support to staff and others who have been involved in a critical incident.

Success will look like:

- Utilisation of EAP services is in accordance with sector benchmarks.
- Internal support services provide best practice advice and strategies for staff with a mental illness.
- Provision of counselling support for staff if there is a critical incident.

UNIVERSITY OF WOLLONGONG AUSTRALIA

Focus Area: Recovery at Work

Objective

To ensure staff are able to recover at work in a support environment while dealing with a mental illness.

Proposed Activities:

- Further develop and implement best practice recovery at work strategies for staff experiencing mental ill-health or a mental illness.
- Further information and training for staff and supervisors on best ways to support an employee recovering at work with a mental illness.
- Implementation of the University's Injury Management and Return to Work Programs.

Success will look like:

- Staff and supervisors apply recovery at work practices for employees with a mental illness.
- Reduction in time away from work due to workplace mental illness.

UNIVERSITY OF WOLLONGONG AUSTRALIA