



MENTAL HEALTH REVIEW

Despite increased conversation about an Employer's responsibility to provide a mentally healthy workplace, the mental health problem continues to grow.

While many companies have proactively put mental health on their strategic roadmap, regulation is now starting to emerge within higher-risk industries, such as resources and construction. Either way, mental health is a top priority for most executives.

Navigating such a complex and multifaceted issue is difficult and many organisations need independent expertise and support to ensure they're focussing their efforts in the right direction to support the goals for their business.

WFR's **Mental Health Review** is an independent assessment of an organisation's current mental health approach in line with the organisation's objectives.

It highlights to a business if they're fulfilling their obligations and provides strategic direction and recommendations to move towards a more mentally healthy workplace.

It's ideal for organisations;

- whose mental health strategy is in its infancy and are looking for focus and direction
- who want to ensure they're meeting their obligations as an employer
- who have a well established mental health strategy and are striving for best practice
- who operate within industries with specific compliance requirements or Codes of Practice



YOUR OUTCOMES

The outcomes of the **Mental Health Review** are tailored to meet your organisation's mental health objectives:



A high-level review of your organisation's mental health approach can offer strategic direction and provide assurance that you're meeting your Employer obligations.

You'll be left with a concise report with general recommendations that align to your objectives.

A comprehensive psychosocial audit, using WFR's Mental Health Audit tool, will help identify specific stressors that exist within your business.

You'll be left with a detailed report including risk-based assessments, specific recommendations and a roadmap to meet your strategic goals.



WHAT CAN YOU EXPECT?



PROJECT SCOPING

First, we'll define the goals for the **Mental Health Review**. This determines the level of depth required at each stage. Roles and responsibilities are defined and a project timeline and communication plan are created to support the process.



DESKTOP REVIEW

WFR will review key business documents and processes, to understand your existing mental health approach and how well it's being implemented.



SITE VISIT

Next, we'll validate 'what is said' against 'what is done' by observing what happens onsite. This will include face-to-face interviews with employees and, for comprehensive reviews, an assessment of the physical work environment.



STRATEGIC WORKSHOP

OPTIONAL: For comprehensive reviews, WFR will present their initial findings and discuss the stressors identified with the Client Management Team. They'll also lead a discussion to bring to light anything that may impact the implementation of the recommendations, such as strategic initiatives.



STRATEGIC REPORT

WFR will summarise the findings to meet the goals of the review. From a high-level summary, to a more comprehensive Strategic Implementation Report - the outcomes will shape your organisations roadmap moving forward.

+ OPTIONAL: WFR and Partners have the capability to manage and implement many of the outcomes of the **Mental Health Review** for your business. More information can be included in the final **Strategic Report** upon request.



WHAT ARE THE BENEFITS?

- Whether it's compliance or best practice - our independent review will provide clarity and direction in moving towards a more mentally healthy workplace.
- The review is adapted to reflect your organisation's mental health objectives.
- By adopting a risk based approach, your business can understand the potential impact of any psychosocial risks, making it easier to prioritise recommendations.
- Understand your level of compliance under your industry's Code of Practice (where applicable).
- Key stakeholder buy-in and engagement - a result of including your people in the process.
- Ongoing support by WFR to implement recommendations (if requested).

IS YOUR BUSINESS READY FOR A MENTAL HEALTH REVIEW?

Get in touch for more information:
ENQUIRIES@WORKSITE.COM.AU



TRY ADDING ONE OF THESE ...

Our **Mental Health Review** is just part of our **Enhancing Mental Wellbeing** offering. It's often complemented with:

 **Mental health education and training**

Our **Mental Health Awareness Program** is the critical foundation for a business's Mental Health strategy. The program consists of an education presentation series for employees which assists to demystify and destigmatise different mental health challenges and arm employees with the support options and strategies to boost mental fitness.

Then, our **Mental Health Leaders Workshop** is delivered to provide leaders the tools and confidence to increase their awareness of employee health issues, and also how to provide initial support to staff within their team.

Or any of our solutions for that matter...

Our experience over the last two decades has shown us that the most effective health and wellness strategies are designed to deliver four outcomes:



All of WFR's solutions are designed so they can be run independently as a short-term campaign or can work together to form a comprehensive health and wellness approach that we like to call this our **Healthy Lifestyle Program**.

Whether your workforce is 20 or 20,000, we can design an approach to meet your strategic needs.

Get in touch for more information:
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