

## **Appendix 1: Background**

### **National Mentally Healthy Workplaces Framework**

Most of us spend a substantial proportion of our life at work, and a workplace that provides good work is positioned to provide a positive (or conversely a negative) contribution to our sense of wellbeing and our overall mental health. Workplaces increasingly identify the potential to be a setting that supports and promotes wellbeing, as well as delivering a return on investment to employers. Given the growing amount of information, resources and service providers on workplace mental health, the Mentally Healthy Workplace Alliance has recognised that a framework is important for providing a consistent best practice approach.

A best practice framework would be a resource to support all Australian workplaces including government and non-government, corporate, small business and sole operators. It will outline the rationale for creating a mentally healthy workplace including the benefits to individuals, organisations and the Australian community. It will describe key actions that can be taken to achieve mentally healthy workplaces. Importantly, it will also provide practical suggestions for all workplaces including tailored suggestion for small business and sole operators.

Last year, SuperFriend and *beyondblue* (on behalf of the Mentally Healthy Workplace Alliance) commissioned KPMG to develop a discussion paper on the appetite for, and the feasibility of, developing a national workplace mental health framework for Australia. The discussion paper presented several options for Framework development. Following this project, the Alliance gave unanimous support to progress work towards the development of a Framework.

### **Mentally Healthy Workplace Alliance**

The Alliance is a national approach by business, community and government to encourage Australian workplaces to become mentally healthy for the benefit of the whole community and businesses, big and small. It was established by the National Mental Health Commission in 2012.

Member organisations are:

- National Mental Health Commission
- Australian Chamber of Commerce and Industry
- Australian Council of Trade Unions
- Australian Industry Group
- Australian Psychological Society Ltd.
- *beyondblue*
- Black Dog Institute
- Business Council of Australia
- Comcare
- Council of Small Business Organisations of Australia
- Mental Health Australia
- Safe Work Australia
- SuperFriend
- University of New South Wales