Policy matters for building thriving workplaces

Policies, formal systems and practices that support mental health and wellbeing not only reduce costs associated with psychological injury, they also improve worker wellbeing, performance and productivity[1].

SuperFriend's 2018 Indicators of a Thriving Workplace Survey[2] asked over 5,000 Australians about their workplace experience. The survey measures the current state of workplace mental health and wellbeing against the desired state across five domains: Leadership, Connectedness, Policy, Capability and Culture.

In 2018[2], people rated Policy 58.2 out of 100:

POLICY —— **58.2** —— **100***
NATIONAL AVERAGE

*An index score of 100 represents the desired state of mental health and wellbeing in the workplace.

AN INTEGRATED APPROACH

When considering your policies, systems and practices, the integrated approach provides a useful framework[3].

Promote the positive

Prevent harm

Integrated approach

Manage illness
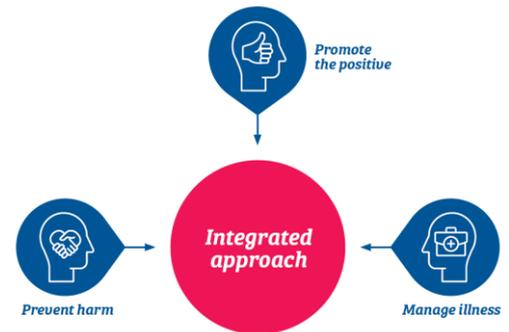
To create thriving workplaces, policies should aim to prevent work-related harm along with promoting the positive aspects of work, and there should be clear policies and structures to manage mental health issues in the workplace[3].

How you can build
a thriving workplace through Policy

DEVELOPING LEADERS MATTERS

Leaders play an important role in creating thriving workplaces, so it is important to have policies and practices that recognise the importance of this role[4].

This is supported by a key finding from the 2018 SuperFriend Indicators of a Thriving Workplace Survey which found a strong correlation between the presence of a policy to ensure leaders regularly participate in mental health and wellbeing training and the overall thriving workplace index score[2].
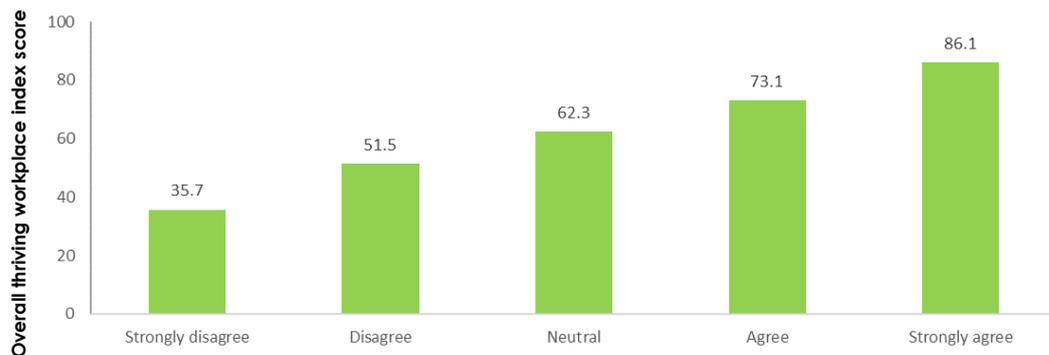
There is a policy to ensure that all leaders regularly participate in mental health and wellbeing training

> When policies are both visible and supported by leadership, it demonstrates to workers that their psychological safety and wellbeing is an organisational priority[4].

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