

# MHW DEVELOPMENT MODULES

Chief Executives/Tier Two Leaders with Health, Safety and Wellbeing Leaders

Government  
Health & Safety Lead

## 1 Psychological Health & Safety, Setting a Strategic Direction

### Online video (25 mins)



- Psychological H&S vs wellbeing
- The business case for psychological health and safety
- Psychological health and safety duties in the Health and Safety at Work Act 2015
- How to set a strategic direction for psychological H&S in an organisation
- Key success factors in setting the strategy: systems, enablers, and capabilities



Presented by:  
Dr. Dougal Sutherland



### Post viewing conversation starters



- What motivates people in your organisation to do the work they do?
- Considering Prevent Promote and Support (Integrated model), what does workplace mental health look like in your organisation?
- What is needed for a successful strategic direction (enablers)? What might get in the way (constraints)?
- Do we have a strategy for Psychological H&S Is it sufficient? What is changing externally that could influence it?
- What resources are provided to support the strategic direction? What has helped develop strategic direction for other business areas?
- Where does psychological H&S sit in your risk radar and plan?

### GHSL MHW Resources



- [Approaches to Mentally Healthy Work](#)
- [Mentally Healthy Work strategy](#)

## 2 Managing Psychosocial Risk

### Online video (25 mins)



- Psychosocial hazard identification and risk management frameworks
- Designing and using psychosocial risk assessment
- Developing and implementing controls
- Assessing effectiveness of controls
- Embedding an effective continuous improvement approach
- Effective workforce consultation



Presented by:  
Dr. Philip Voss



### Post viewing conversation starters



- Does your organisation focus on the workers, or the work?
- Are you meeting your obligation to design mentally healthy as well as physically safe work? And getting after the opportunity that obligation creates?
- How does your organisation identify work-related psychosocial hazards? And how does it assess the risk of harm associated with those hazards?
- What controls are used to eliminate or minimise key psychosocial risks?
- Are kaimahi effectively involved in psychological health and safety matters, including design of controls, inspections or investigations?
- Are you satisfied with the way your organisation manages psychosocial risk, if not, what needs to change?

### GHSL MHW Resources



- [Psychosocial hazard data sources worksheet](#)
- [Hierarchy of controls for psych H&S](#)

## 3 Operationalising with a Cross-Functional Approach

### Online video (25 mins)



- Key enablers for operationalizing psychological health and safety:
  - System ownership for psychological health and safety risk management
  - Critical steps for operationalizing
- Case Study (Westpac)



Presented by:  
Chris Jones / David Burroughs



### Post viewing conversation starters



- What does system ownership of psychological health and safety elements currently look like in your organisation? Has it been formalised (e.g. RASCI)?
- Where does clarity in collective system ownership need to be enhanced in your organisation?
- How well are psychosocial risk controls and processes known about, understood and being applied?
- What assurance do you have those controls are sufficient to prevent harm and support people to thrive?

### GHSL MHW Resources



- [Who owns Mentally Healthy Work](#)
- [Critical control ownership framework](#)

## 4 Governing, Monitoring and Assuring

### Online video (25 mins)



- Recap on Officer duties under HSWA
- Good practice monitoring and assurance for health and safety
- Monitoring psychological health and safety risk management
- Assuring psychological health and safety risk management



Presented by:  
Mike Cosman



### Post viewing conversation starters



- Which officer duties are you doing well? Which officer duties are you doing less well?
- What are the processes for verifying and stress testing psychosocial risk controls and processes?
- What data sources are available that indicate psychosocial risks or harm? Do you have a dashboard providing a psychosocial risk profile overview?
- What is your confidence in these data sources to provide useful insights? What are the benefits and limitations of each data source?
- How assured am I that organisational causes of work-related psychological harm are being uncovered, actions assigned to appropriate leaders to address, and monitored?

### GHSL MHW Resources



- [Good governance for psych H&S](#)
- [Data Sources and Dashboard for psych H&S](#)