

MHW DEVELOPMENT PROGRAMME

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

Government
Health & Safety Lead

1 Psychological Health & Safety and setting strategic direction

Online session (30 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:
Dougal Sutherland



Guided discussion (1-page template)



- Session prompts:
 - What does workplace mental health look like in your organisation?
 - What do you need for a successful strategic direction (enablers)?
 - What might get in the way (constraints)?
 - What has helped land strategic direction in other areas?
- Curiosity action: *With consideration of the Integrated Approach model, reflect and summarise your agency's current approach to workplace mental health*
- Curiosity action: *Hold a discussion with your internal stakeholders: Do we have a Psych H&S strategy? Is it sufficient? Why / why not?*
- Progression action: *Complete 'Readiness for Psych H&S' (10 questions) and obtain feedback from relevant stakeholders.*
- Progression action: *Conduct a scan of your internal and external contexts: What is changing externally that could impact your strategy? What internal resources are available to support your strategy?*

2 Managing Psychosocial Risk

Online session (30 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:
Hillary Bennett



Guided discussion (1-page template)



- Session prompts:
 - Where does psychological health and safety sit in your organisation's risk radar and plan?
- Curiosity action: *With consideration of the Integrated Approach model, reflect and summarise your agency's current approach to workplace mental health.*
- Curiosity action: *Identify a specific psychosocial risk in your organisation and research good-practice controls for this risk.*
- Progression action: *Complete 'Readiness for Psych H&S' (10 questions) and obtain feedback from relevant stakeholders.*
- Progression action: *Identify a specific psychosocial risk control and engage with those who are responsible for applying it to understand their perspective on its effectiveness.*

Resources



- Psychosocial hazard data sources worksheet
- Psych H&S Hierarchy of controls resource

3 Operationalising with a cross-functional approach

Online session (30 mins)



- Key enablers for operationalizing psychological health and safety:
 - System ownership for psychological health and safety risk management
 - Critical steps for operationalizing



Presented by:
Chris Jones / David Burroughs



Guided discussion (1-page template)



- Session prompts:
 - What does system/strategic ownership of Psych H&S currently look like in your organisation?
 - How has it been formalised?
 - Where does clarity in collective system ownership need to be enhanced in your organisation?
- Curiosity action: *Reflecting on the critical steps for operationalizing Psych H&S, summarise where your agency currently is and what steps you have taken so far.*
- Progression action: *With your Head of Health and Safety, create a draft outline for the ownership of Psych H&S in your agency.*

Resources



- Critical control ownership guide
- Case studies

4 Governing, Monitoring and Assuring

Online session (30 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



Guided discussion (1-page template)



- Session prompts:
 - Which Officer duties are you doing well?
 - Which Officer duties are you doing less well?
- Curiosity action: *Explore how work-related psychological harm is reported in your H&S performance reporting.*
- Progression action: *Discuss with your Head of H&S whether psychosocial control monitoring is currently reported, and if not, how and when this might begin.*

Resources



- Good practice due diligence for psychological H&S