

Ten Top Tips For Promoting A Healthy Workplace

Organisation Change

1. Effective policies and procedures with the use of relevant agencies
2. A culture which supports diversity and wellbeing e.g. promoting physical exercise, healthy diet and an active social programme
3. Strong senior leadership who walk the walk and don't just talk the talk'.
4. Focus on prevention rather than cure e.g. flexible working arrangements, effective organisational planning to reduce stress, use of mentors and having guidance for line managers.

Communication

1. The importance of knowing your staff and signposting to appropriate support when needed.
2. Empowering people to communicate – Lets talk!
3. A trusting relationship between employer and employee.

Increasing Awareness

1. Having mental health first aiders within the organisation
2. Having positive role models/champions of mental health issues
3. Completing a cost benefit analysis of long term benefits of employing/retaining employees with mental health issues.