

MENTAL HEALTH AWARENESS

ALMOST HALF OF ALL AUSTRALIANS WILL EXPERIENCE MENTAL ILLNESS AT SOME POINT IN THEIR LIVES. ONE IN FIVE AUSTRALIANS EXPERIENCE A MENTAL ILLNESS IN ANY YEAR.

Australian Bureau of Statistics (2009).



IP Australia is a place where all staff should feel supported in their professional journey – beyond just the role that you do every day. We have a rich diversity across the organisation and we build our capability to meet the current and future needs of the IP system through an empowered, inclusive and collaborative workplace culture. IP Australia recognises that diversity is a key lever to achieving innovation and productivity.

The Australian Public Service promotes workplace culture that nurtures good mental health. IPA supports a culture where people can thrive, participate in healthy relationships, contribute to community, and work towards personal goals. We can all benefit from looking after our own mental health and the mental health of those in our workplace and communities.

We all have a responsibility to create and maintain a mentally healthy workplace. Supporting a culture that prioritises everyone's safety, prevents harm and promotes diversity, inclusion and acceptance is what underpins an empowered and supportive mental health culture at IP Australia.

Our strategic approach to mental health and wellbeing is supported by our Mental Health Champion, who drives the visibility of our mental health objectives.

Human Resources is the strategic arm to assist IP Australia in achieving its mental health and wellbeing goals by:

Sourcing: Diverse candidates

Developing: Mental health aware leaders and a resilient workforce

Measuring: Progress against our performance indicators

Reporting: To IP Australia and the executive to raise awareness of our successes

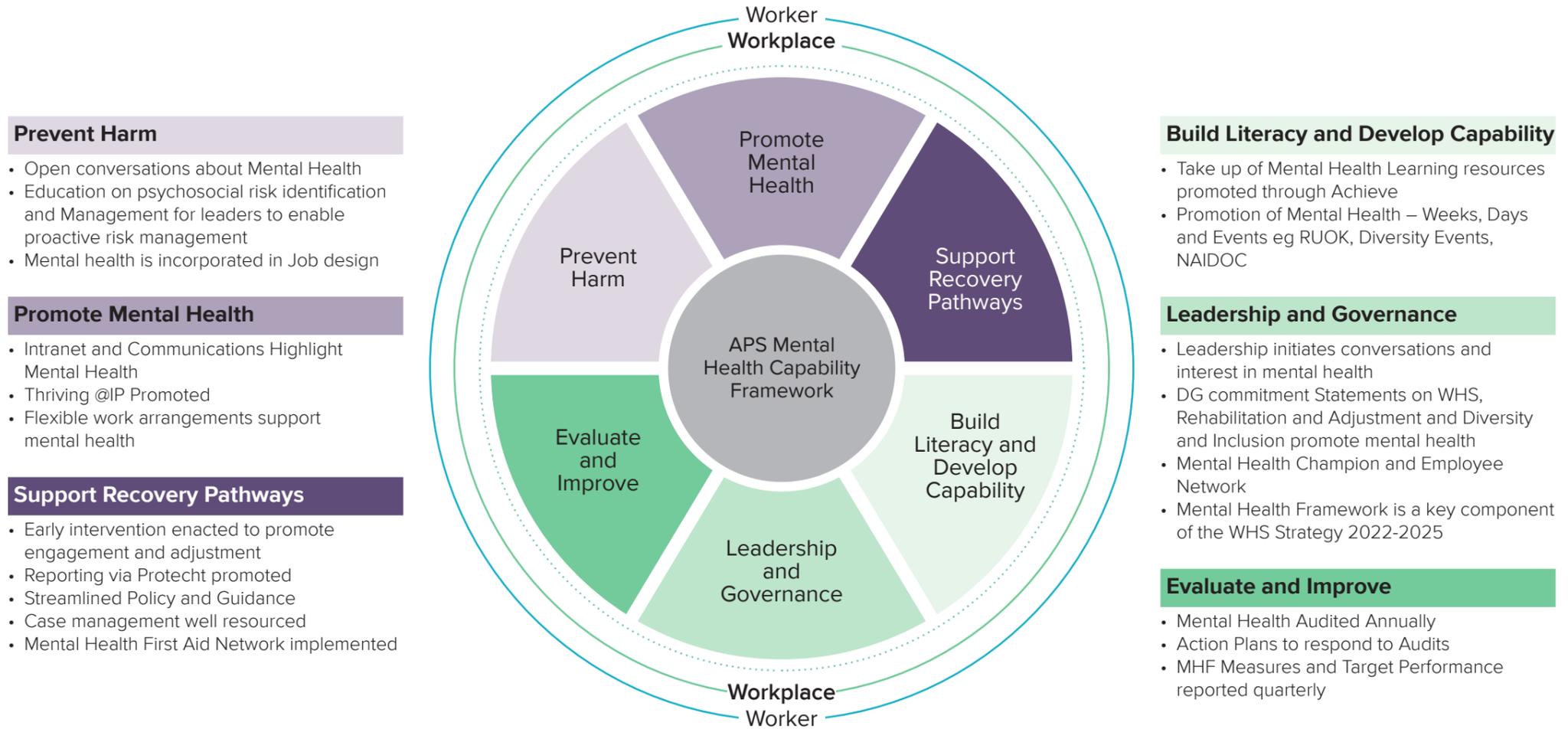
Designing: Mentally healthy job roles and organisational structures

Supporting: Our workforce in times of crisis to return to health and wellbeing

IP AUSTRALIA MENTAL HEALTH FRAMEWORK

An **evidence-based system** developed by the APS Mental Health Capability Taskforce to respond to and promote the mental health of APS staff.

The Framework contains **six domains** that recognise the shared ownership of both the workplace and workers in creating and maintaining a mentally healthy workplace.



support systems

How we will measure success

 Workers compensation performance

 Case management data

 Program participation

 Diversity metrics

 EAP Usage

 Incident reporting

 APS Census results

 Training participation and evaluation

IP AUSTRALIA MENTAL HEALTH FRAMEWORK

Mental Health Continuum

Mental Health is a continuum. At any stage life events, biological factors and other stressors can move us on the mental health continuum. From Healthy through to Ill and back again. The IPA Mental Health Framework represents the supports available to support our workforce at any stage of the continuum.

