MENTALLY HEALTHY WORKPLACES IN NSW BENCHMARKING TOOL

2017 baseline data

Based on percentage of small (S), med (M) & large (L) workplaces

8.8% workplaces
8.39% S
10.3% M
15.4% L

5. Integrated & Sustained Approach
Mental health is everyone's responsibility
Mental health specific systems, policies and procedures are integrated and embedded in the organisation. Interventions are tailored to each work group
Improvement in mental health in the workplace is visible and continuous

13.55% workplaces
13.69% S
13.0% M
15.4% L

4. Effective Action
Ongoing leadership commitment (work design, culture, funding) with a prevention focus
Universal mental health systems, policies and processes support evidence-informed interventions at the organisational level, targeted at identified risks

29.35% workplaces
28.46% S
33.3% M
30.8% L

3. Limited Action
The organisation recognises its responsibility to manage workplace mental health risks and issues
Generic mental health systems, policies and processes with reactive, optional or unconnected interventions

29.25% workplaces
28.77% S
31.2% M
30.8% L

2. Intention
General work health & safety systems, policies and processes with limited, ad hoc or outsourced psychosocial support services

19.05% workplaces
20.69% S
12.2% M
7.6% L

1. Basic Awareness
The organisation views mental health as an individual's responsibility
General WHS systems, policies and processes only

Maximising productivity and individual worker gains and legislative compliance

Minimising organisational and productivity losses and legislative non-compliance

Support services, consultation, communication, education, policy, processes, managing risks

*All businesses surveyed operate in NSW. Key: Small: 5-19 full time employees (FTE) nationally; Medium: 20–199; Large: >200

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