

## Workplace Mental Health

The Workplace Mental Health Award recognises organisations that work to improve understanding, awareness and support of the mental health and wellness of their workforce and the wider community.

**Supported by Allan Fels:** Professor Allan Fels AO is the Chairman of the National Mental Health Commission and serves or has served on several government advisory boards in the field of mental health. He is also Chairman of the Haven Foundation, which seeks to provide accommodation and support for the long-term mentally ill. [Learn more.](#)

**Note:** Those organisations whose health and wellbeing initiatives have a wider focus than mental health and wellbeing should instead consider applying for [Health and Wellbeing](#). If you require further guidance, please contact the AHRI Awards Coordinator.

Criterion	Defined as:	Suggested evidence:
<b>Specific</b>		
<b>Empowering</b>	Organisation demonstrates how it educates staff on mental health issues within the workplace	Examples of internal resources available which educate and empower employees to address mental health issues in the workplace.
<b>Inclusive</b>	Organisation demonstrates how it empowers staff to undertake positive mental health initiatives in the workplace.	Examples of activities, events, presentations that encourage the discussion of mental health in the wider workplace and strategies to promote positive mental health.
<b>Respectful</b>	Organisation encourages staff to respect the confidence and right to privacy of any individual who has identified themselves as having mental health issues.	Evidence that the organisation has strong anti-discrimination policies to protect and support people experiencing mental ill health and proof that these are actively promoted.
Criterion	Defined as:	Suggested evidence:
<b>Generic</b>		
<b>Innovation</b>	The program or initiative represents a new and creative approach to the challenge faced by the organisation.	Details of how the initiative came about, e.g. analysis and research conducted, and how the idea, concept, approach or method underpinning the initiative is new to the organisation or industry sector and how it solves a problem and/or enhances business performance.
<b>Culture</b>	Organisation demonstrates how it promotes the importance of mental health internally and in the wider community.	Examples of how has the organisation has introduced or supported other wellbeing initiatives that are embraced by staff.
<b>Outcomes &amp; Impact</b>	The program or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the business	Evidence of improvements and outcomes identifiable as resulting from the program/initiative Stakeholder surveys conducted pre/post initiative being introduced i.e. climate survey results, engagement survey results, survey specifically relating to initiative Budget implications of initiative i.e. cost savings/increased revenue as a result of initiative Reporting on initiative results to employees/Board etc. i.e. board paper, newsletter.

# 2022 CRITERIA



<b>Sustainability</b>	The program or initiative and its impacts or outcomes are sustainable and replicable for the organisation.	Evidence of how the program or initiative will be repeated within the organisation i.e. planned roll out to other divisions, sites, ongoing scheduled activity, commitment within organisational strategy/budgets etc.
<b>Leadership</b>	The value of positive mental health initiatives is driven and/or supported by the senior leadership team.	Statement of support from senior leadership team and evidence of their participation in positive mental health initiatives in the workplace.