TMR's Mental Health Strategy 2019 - 2021

Our commitment

The Department of Transport and Main Roads (TMR) is committed to building a mentally healthy workplace.

TMR will:

- promote practices that support positive mental health

- prevent psychological harm through identifying and assessing psychological hazards and risks

- intervene early through early recognition and intervention (Recognise, Respond, Refer), and

- support recovery of workers returning to the workplace.

Workplace Health and Safety Queensland
Mental Health Model

"*As TMR's Health and Wellbeing Champion, I am committed to a workplace that supports the mental health of all employees and provides support to those who are struggling.*

"People don't often talk about their mental health because they might feel there is a stigma attached to doing so. We all have a role to play in de-stigmatising mental health, recognising the signs in ourselves and others and encouraging those affected to seek help."

Amanda Yeates,
Deputy Director-General, IMD.

Our vision

A healthy, safe and well workforce.

Principles

- Mentally healthy workplaces are a shared responsibility of all employees

- Our workforce needs to feel empowered to speak openly about mental health without fear or stigma

- Establishing a culture of respect and inclusivity is paramount to positive mental health.

Mental health challenges

- 1 in 5 Australian workers is currently experiencing a mental health condition (Beyondblue)

- Mental health conditions are a leading cause of disability in Queensland. Approximately 1 in 2 Queenslanders aged 18-65 years reported a mental health disorder at some time in their life. (Beyondblue)

- Mental health costs Australian workplaces 10.9 billion per year (Beyondblue)

- For every $1 a business invests in creating a mentally healthy workplace there is a return on investment of $2.30 (PwC Beyondblue)

- Mental health problems contribute to organisational costs through reduced productivity resulting from employees being absent due to mental disorders or present with reduced function due to psychological difficulties.

This strategy aligns to the Workplace Health and Safety Queensland Mentally Healthy Workplaces Toolkit, the Queensland Public Sector Be healthy, be safe, be well framework and the OneTMR Wellbeing Program.

Queensland Government

Objectives	Strategies
Promote	
Objective 1: Increase leadership commitment to building a mentally healthy and inclusive workplace	• Actively engage the Senior Leadership Team in driving cultural change by developing their skills in identifying and managing mental health hazards and risks and reducing stigma and discrimination • Leadership promotion of workplace practices that support positive mental health
Objective 2: Build organisational awareness of psychological health and safety	• De-stigmatise mental illness and behaviours
Prevent	
Objective 3: Design and manage work to minimise harm	• Identify psychological hazards that may increase the risk of work-related stress and put measures in place to minimise harm
Objective 4: Develop mental health and safety capabilities	• Build the capability of managers and supervisors to create and sustain mentally healthy workplaces • Employees understand strategies to manage their mental health and enhance personal resilience
Intervene early	
Objective 5: Increase the confidence of employees to discuss mental health issues	• Increase all employees' understanding of how to recognise mental ill-health • Increase all employees' understanding of how to respond to mental ill-health and refer services to those affected • Encourage early help-seeking behaviours
Support recovery	
Objective 6: Support workers with mental ill health	• Workers receive support to stay at work or return to work • Recovery is focussed on the individual

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