

# Mental Health and Wellbeing policy

## Purpose

The purpose of this policy is for Spinifex Recruiting to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

Spinifex Recruiting believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

## Scope

Spinifex Recruiting aims to promote positive mental health and wellbeing, as part of its overall commitment to creating a healthy and safe workplace. Spinifex is committed to implementing a number of strategies to achieve this, including:

- ❖ promoting positive mental health and wellbeing through policies, support services, information networks and regular health promotion campaigns.
- ❖ encouraging staff and students to adopt healthy lifestyle choices through active participation in a range of initiatives that support health and wellbeing.
- ❖ engaging with external agencies to promote mental health and wellbeing and develop strategic partnerships to streamline effective supports to staff and students.
- ❖ providing an environment that encourages staff to seek support early if they have declining mental health, and, as appropriate, provide support and adjustments suitable to their work or study needs to help them to achieve their potential.
- ❖ providing education and professional development to all staff to further develop mental health and wellbeing awareness
- ❖ increasing awareness and providing education around stigma and discrimination in respect of mental ill-health in order to encourage staff to seek support and to improve the capacity of staff to respond effectively to support others

All employees are encouraged to:

- understand this policy and seek clarification from management where required
- consider this policy while completing work-related duties and at any time while representing Spinifex
- support fellow workers in their awareness of this policy
- support and contribute to Spinifex Recruiting's aim of providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- take reasonable care of their own mental health and wellbeing, including physical health
- take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- ensure that all workers are made aware of this policy
- actively support and contribute to the implementation of this policy, including its goals
- manage the implementation and review of this policy.