Mental Health and Wellbeing Implementation Guideline

Complements AMMA's *Resources and Energy Industry Workforce Mental Health Framework* at amma.org.au

	Everyone	Peer supporters, wellbeing champions	Supervisors, managers and executives
Champion wellbeing culture and leadership	• Speak up if you are concerned or require support for yourself or a colleague. • Stay connected with friends, family and colleagues. • Get involved with your team, in person or virtually. • Invest time to take care of your wellbeing.	• Check in with your colleagues and make sure they are supported. • Promote proactive wellbeing. • Participate in available training and coaching to upskill. • Encourage people to follow rules and advice provided by Australian Government and company.	• Ensure time and resources for the workforce to proactively manage their wellbeing. • Check in with your team and workforce to ensure they feel supported. Encourage people to raise concerns, emphasising confidentiality. • Implement, champion and/or participate in mental health and wellness training to reduce stigma and increase mental health and wellbeing confidence and capability. • Engage your teams, communicate and verify they understand and are following Australian Government and company requirements.
Promote wellbeing	• Develop a Personal Wellbeing Plan adapted to your working environment and the changes within your home environment. • Use the resources available to help in maintaining your wellbeing. • Exercise plays a key role in personal wellbeing, consider how you and your colleagues would benefit.	• Stay connected with colleagues and check-in regularly. • Encourage colleagues to develop wellbeing plans and complete daily activities to keep well. • Promote use of wellbeing resources.	• Ensure specific resources and support (i.e. peer supporters, buddies, wellbeing champions, etc) is provided, complemented by appropriate medical professionals. • Stay connected and check-in regularly with your team, encouraging your team to look out for each other. • Encourage your people to develop wellbeing plans and complete daily activities to keep well. • Promote use of wellbeing resources. • Share ways you are looking after your wellbeing and your personal experiences.
Protect mental health	• Participate in mental health and wellbeing conversations and activities. • Share personal experiences and encourage others to do the same. • Utilise as necessary, wellbeing resources and support services.	• Encourage people to proactively access available services. • Listen to the challenges of colleagues to understand their concerns. • Feedback any key emerging themes to improve any mental health and wellbeing programs (always maintain confidentiality to ensure individuals are not identifiable).	• Communicate openly with team about mental health risk factors. • Facilitate mental health and wellbeing conversations and activities. • Encourage the team to speak up to raise any concerns so action can be taken. • Support discussions that remove the stigma associated with mental health, encouraging people to share experiences. • Promote the use of wellbeing resources and support services to your team.
Support people	• If required, seek support in ways you feel most comfortable — in person, over the phone or via video call. • Talk to colleagues, line manager, peer supporter or wellbeing champion in your organisation. • Reach out or speak up if you notice a colleague is showing signs of stress, distress, anxiety or depression.	• Complete company-specific mental health and wellbeing training. • Seek additional coaching, if required, to consolidate skills and competency. • Provide support to people if they need it and refer to professional services, when required.	• Complete company-specific mental health and wellbeing training targeted at leaders. • Seek additional coaching, if required, to consolidate skills and competency. • Provide support to people if they need it and refer to services individuals feel comfortable accessing, when required.

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