



3.27 Injury Management

Information Sheet : Mental health advice and support

Purpose

To provide Managers/Supervisors, staff and students with some practical guidance on how to support a staff member or student who may need assistance in relation to a mental health illness.

Q1 What resources are available to Managers/Supervisors, staff and students should advice and/or support be required in relation to mental health illness?

The University is committed to providing ongoing support to staff and students with a mental illness and provides a variety of pathways to access information, advice and direct assistance, as each person's needs are different.

A comprehensive website "[Mental Health Awareness](#)" has been built to provide the University community with support and resources ranging from:

- direct, immediate intervention and [emergency support](#) for urgent issues;
- online materials aimed at improving and developing the capacity of individuals;
- practical toolkits (i.e. [Mental Health Toolkit for Supervisors](#)) on how to support a staff member who may need assistance coping at work;
- information on how to access free counselling services through either [Student life counselling](#) services or the [Employee Assistance Program](#) (for staff and their immediate family);
- disability support for [staff](#) and [students](#) with a permanent or temporary medical issue through the provision of reasonable workplace adjustments;
- access to a number of positive psychology strategies through the "[Thrive](#)" webpage which looks at how positive emotion, improving engagement, building relationships, looking after your body will assist people to be more resilient, enjoy life more and reach their full potential;
- online [training modules](#) for all staff members, which clarifies the why, when and how to act when you are concerned about a student's mental health. Topics include suicide risks and safety, responding to students in distress or those who show concerning or challenging behaviours;
- a [wellbeing framework](#) which looks at opportunities and options under four key areas (1) Healthy mind: (2) Healthy bodies; (3) Healthy places: and (4) Healthy culture;
- an [injury Management, rehabilitation and workers compensation](#) service and processes which support staff who have a work or non-work related injury or illness. The processes support employees with a mental health illness and set out arrangements to enable them to stay or return to work; and
- information on [wellbeing events, activities and resources](#) including tips, university wellbeing promotions and links to external websites including Beyond Blue, RU OK, Lifeline, Conversations Matter and New Access.

The support arrangements and resources provided combine both individual and organisational strategies. They encourage openness, raise awareness and reiterate that everyone has a role to play in creating a mentally healthy workplace.

Q2 For further information on mental health advice and support, who do I contact?

Staff: HSW Injury Management and Wellbeing Advisor – 831 35904

Students: Student Counselling Services – 831 35663

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