

# QRC MENTAL HEALTH AND WELLBEING TOOLKIT

## BACKGROUND

A core value of the Queensland resources sector is the safety and health of its workforce, where everyone returns home from work safe and well. Mental health is a key element of health and safety and is therefore a vital part of the sector's commitment to our workforce.

The importance of mental health is becoming increasingly recognised throughout society, including in workplaces. Mental health problems are common in Australia with 21.5 percent of the population experiencing one of the common mental illnesses in any 12-month period.<sup>1</sup>

In 2024, QRC released its updated Blueprint for Mental Health and Wellbeing along with a corresponding Mental Health and Wellbeing Toolkit. The toolkit aims to aid organisations in implementing their own mental health programs by providing various resource links.

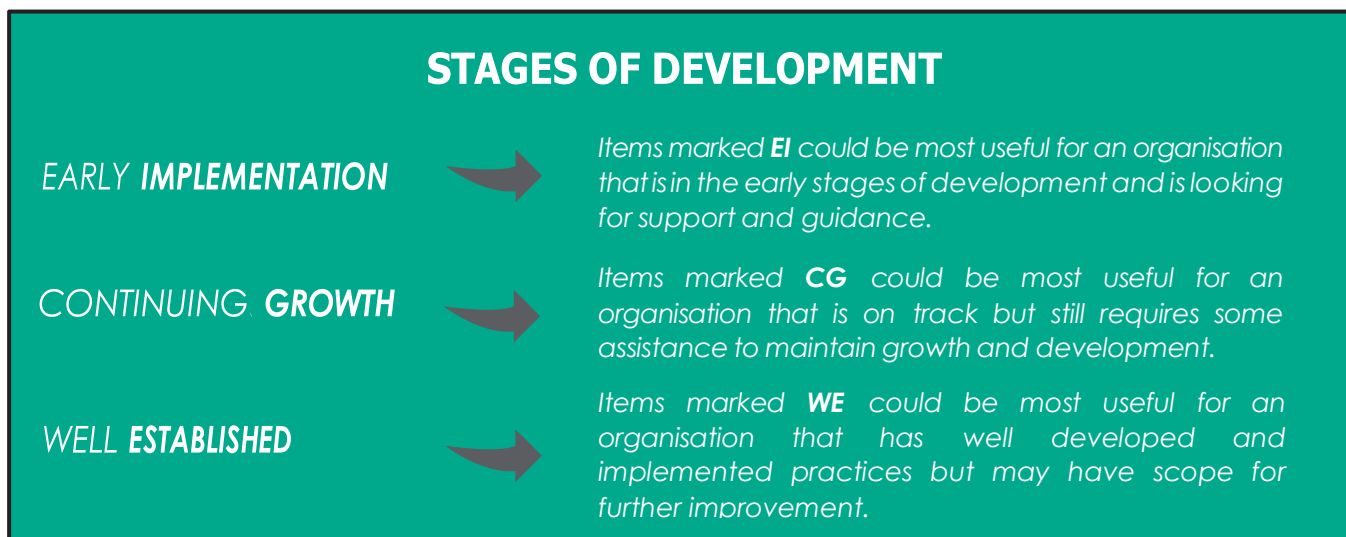
While the toolkit was developed by QRC, the items within it are neither interdependent nor exhaustive. They should be utilised solely as a guide, recognising that the toolkit's content may not entirely align with QRC's views. The toolkit comprises both publicly available resources and those shared by service providers. QRC is committed to ongoing updates to maintain the relevance and currency of the information provided.

If you are aware of additional freely accessible resources, please do not hesitate to contact QRC. Companies interested in showcasing their initiatives can contact Julie Nielsen, Policy Director, Health & Safety, at [julien@qrc.org.au](mailto:julien@qrc.org.au) or Policy Advisor, Caori Henao Ruiz, at [caorir@qrc.org.au](mailto:caorir@qrc.org.au).

## HOW TO USE

Each heading corresponds to the 'Key Actions' in the blueprint, with a variety of resources listed under each. It's important to note that some resources are relevant to multiple Key Actions.

Additionally, this toolkit is designed to aid all companies, irrespective of their current stage of mental health program development.



<sup>1</sup> Australian Bureau of Statistics, National Survey of Mental Health and Wellbeing 2020-2022: Summary of Results, ABS, Canberra, 2023.

# RESOURCES FOR KEY ACTIONS FOR WORKPLACE MENTAL HEALTH

1

## LEADERSHIP

[Demonstrating commitment, establishing strategies and promoting sustainability]

Supervision –  
[Mental Health Support](#)

EI

Mental Health  
[Framework](#) (also  
fits Key Action 2)

EI & CG

How to unlock the  
health and safety  
representative - [Presentation](#)  
(also fits key actions 2 & 3)

CG & WE

How to create a  
mentally health  
workplace culture – [Presentation](#)  
(Also fits key action 3)

EI & CG

Work Health and  
Wellbeing [Toolkit](#)  
(also fits key actions 3  
& 4)

EI & CG

The 4 things  
resilient Teams do  
- [Factsheet](#)

CG & WE

2

## EFFECTIVE SYSTEMS & POLICY

[Understanding risks and opportunities, appropriate procedures]

MHFA [Action Plan](#) -  
Practical Intervention

EI & CG

Working from home:  
[Checklist](#) to support  
your mental health

CG

Safe Work  
Australia  
Work-related Psychological  
Health and Safety – A  
systematic approach to  
meeting your duties:  
[National guidance material](#)  
(also fits Key Action 6)

EI & CG

Mentally healthy  
workplaces – Applying  
the hierarchy of control  
to psychosocial hazards  
and risk factors: [Podcast](#)

EI

[Policy Template](#)  
for Work health  
and wellbeing

EI & CG

Work Health  
and Safety Risk  
Management  
– [Risk management plan](#)  
(also fits Key Actions 1, 2 & 4)

EI, CG & WE

Safe Work Australia  
– [Model Code  
of Practice](#):  
Managing psychosocial  
hazards at work (also fits  
Key Action 6)

EI & CG

[Checklist](#) for  
Psychosocial hazards

EI

Tips to boost the  
effectiveness of [EAPs](#)  
(also fits Key Action 4)

EI

Healthy Work  
place – [Audit tool](#)

EI, CG & WE

3

## EDUCATION, TRAINING & HEALTH

[Enhancing broad understanding and providing skills]

[Mental Health at  
Work Action Plan](#)  
– (also fits Key  
Actions 2)

CG & WE

Beyond Blue's  
Workplace  
Wellbeing plan –  
[Template](#)

EI, CG & WE

Mental Health  
First Aid [training  
course](#) - MHFA,  
Red Cross, St Johns

EI & CG

Voice at Work  
with Prof Adrian  
Wilkinson – [Presentation](#)

EI & CG

Mentally Healthy  
workplaces for  
fly-in fly-out (FIFO)  
workers in the resources  
and construction sectors –  
[Model Code of Practice](#)

EI, CG & WE

[Mental illness &  
the workplace](#)  
– Sane Australia

EI & CG

Designing Work  
that people love –  
[Article](#)

EI & CG

Return to Work  
– [Tips for  
Workers](#)

EI & CG

EARLY IMPLEMENTATION (EI)

CONTINUING GROWTH (CG)

WELL ESTABLISHED (WE)

# RESOURCES FOR KEY ACTIONS

## FOR WORKPLACE MENTAL HEALTH

### 4 PROMOTING & SUPPORTING ACCESS TO CARE *[Ensuring quality processes for referral to help*

Principles of good work design – [Guidance handbook](#)

CG & WE

Smiling Mind at work: Addressing mental health in the workplace – [Case studies](#)

CG & WE

Headspace: Creating a Mentally healthy workplace – [Factsheet](#)

CG & WE

WorkWell's Understanding the signs of a mentally healthy workplace – [Factsheets](#)

EI

Social Connections – [Toolkit](#)

EI

Safe Work – [Model Code of Practice](#): Worker representation and participation guide

EI & CG

How to Build the Social Ties You Need at Work - [Factsheet](#)

EI

Workplace Gender Equality Agency's Flexible work - [Toolkit](#)

EI & CG

Wellbeing: Resources and support - [Factsheets](#)

EI

### 5 PARTNERSHIP OPPORTUNITIES *[Engaging with existing community programs & professional help*

Champions of Change Coalition - [Tools](#)

EI, CG & WE

Qld Government – [Mental Health Services](#) (also fits Key Action 4)

CG & WE

Mental Health Association Queensland: [Programs and Services](#)

EI, CG & WE

R U OK? Workplace Champions - [Guide](#)

EI & CG

Corporate Mental Health Alliance Australia - [Tools](#)

EI, CG & WE

NewAccess for Small Business Owners – [Information session](#)

EI & CG

### 6 RESEARCH & DEVELOPMENT *[Reviewing evidence-based developments in Workplace Mental Health*

Implementing work-related Mental health guidelines in general PRacticE (IMPRovE) - [Guide](#)

EI, CG & WE

National Mental Health Commission's Lived Experience Workforce - [Guidelines](#)

EI, CG & WE

Human Rights Commission information on racial discrimination - [Factsheet](#)

EI, CG & WE

An integrated approach to workplace mental health – [Research Paper](#)

EI, CG & WE

Safe Work Australia information on worker representation and participation - [Guidance](#)

EI, CG & WE

Implementing mental health initiatives in Australian business: triggers, facilitators and barriers – [Research paper](#)

EI & CG

Health benefits of good work – [Research paper](#)

EI, CG & WE

Recovery at work – [Support tools](#)

EI & CG

EARLY IMPLEMENTATION (EI)

CONTINUING GROWTH (CG)

WELL ESTABLISHED (WE)