



Mental Health Programs and Services

StateCover offers a range of educational programs and services that support best practice management of mental health in the workplace.

Organisations, employees, and the community get the best outcomes with an integrative approach to mental health. An integrative approach is when organisations support all employees to get well (mitigate illness), stay well (prevent harm), and be the best they can be (promote thriving)¹.



Mitigate illness

There are benefits to business, employees, and the community when organisations lessen the impact of mental health issues through early identification, support, and accommodation of illness.



Prevent harm

All employees have the potential to be exposed to risks to their mental health at work. Everyone benefits when workplaces take active steps to protect employee mental health.



Promote thriving

Thriving is not only the absence of mental ill health, but also the development of positive mental health. Employees who thrive are better equipped to continue to grow and adapt – enabling organisations to capitalise on opportunities presented by changes in the future of work.

¹ Thrive at Work Framework - Curtin University Future of Work Institute

These education and training sessions are designed with a focus on the learning experience for participants whilst providing practical tips for life, both in and outside the workplace. All sessions can be delivered online.

LEADERSHIP EDUCATION AND TRAINING

These are a series of workshops on leadership education and skill development to help leaders support their staff. Each session is customisable to council's specific needs, including internal mental health policies and procedures.



Prevention

An introduction to psychological safety and why this is the foundation for reducing stigma. Participants will learn about the building blocks of creating and maintaining a resilient team and develop supportive leadership skills, behaviours and capabilities.



Intervention

Participants will develop skills for recognising early warning signs for someone shifting from 'just having a bad week' to becoming unwell. Leaders will also build capability in having early wellbeing conversations and gain skills in managing employee wellbeing when performance and mental health intersect.



Recovery

Participants will learn the top five psychosocial risks that contribute to poor mental health or psychological injury in the workplace and learn why staying in 'good work' during recovery contributes positively to an employee's wellbeing. Leaders will improve their capabilities in making reasonable adjustments to accommodate recovery and prevent relapse.

ALL STAFF EDUCATION AND TRAINING



Supporting the mental health of our teenagers

Young people are currently experiencing mental health conditions at concerning rates. For parents, this can be an extremely worrying time. Participants will learn the early warning signs, how to initiate are you okay conversations and where to source support for both teenagers and parents.



Managing my mental health

This webinar will help participants discern between 'just a bad week' and a mental health concern. By the end of the session participants will be equipped with practical tips for having a conversation with their manager about how they are coping and discover the support available if they don't feel comfortable reaching out to their manager.



Customer facing staff

In this session, staff will learn a range of practical strategies for what to do prior to, during and post difficult interactions. They will develop assertion techniques and de-escalation strategies for specific emotions whilst gaining practical tools for looking after themselves.

MENTAL HEALTH SERVICES



Uprise

This evidence-based service is designed specifically to support the mental health and wellbeing of individual staff. Uprise users have access to a web and app platform, when-ever and where-ever they need it to access training and coaching. Building on traditional EAP concepts, and using technology, this program moves on from reactive and remedial treatments to focusing on proactive and preventative support and actions.



Wellbeing checks

Designed to assist in protecting the psychological health and wellbeing of your people, Wellbeing Checks are brief counselling sessions that assess how employees are coping, and where needed, promote effective coping strategies including the connection to available supports, including EAP and private counselling.



Mental health first aid

This course will teach participants how to provide initial support to other adults who may be experiencing a mental health problem or crisis. The course is based on guidelines developed through the expert consensus of people with lived experience of mental health problems and professionals. Refresher courses are also available.