

Policy Statement

This policy acknowledges the importance of providing a workplace that supports the health and wellbeing of all workplace participants. The policy represents our commitment to a healthy and effective workforce.

SPC recognises that supporting health and wellbeing can lead to healthier and happier employees and that safeguarding employee health and wellbeing is an important part of our organisational culture and the ways we work together.

SPC recognises that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Our organisation strives to foster a workplace where mental health and psychosocial safety are prioritised. SPC Global is committed to promoting a mentally healthy workplace by providing support, training, and resources necessary to address mental health issues effectively.

We are dedicated to preventing harm to the health and safety of employees, including mental health, in accordance with our legislative obligations and policy terms.

Mental health and wellbeing

Mental health is defined as a state of wellbeing in which the individual realises their own abilities, can cope with normal stressors of life, can work productively and fruitfully, and is able to make a contribution to the community (World Health Organisation).

Employee wellbeing refers to a state of mental, emotional and physical health.

Psychosocial hazards and factors

Psychosocial hazards and factors are anything in the design or management of work that increases the risk of psychological harm. These factors should be assessed and managed appropriately by leaders to reduce poor psychological health impacts including stress, job burnout and mental ill health.

SPC aims to support people feeling good and functioning well, reduce the stigma of mental illness in the workplace and support workers to remain at work. SPC recognises the importance of work in restoring mental health and aim to provide a supportive environment for this to occur.

Goals

SPC aims to manage psychosocial risk factors by:

- Providing a workplace environment and culture that supports mental health and wellbeing and does not tolerate discrimination (including bullying and harassment).
- Increasing staff knowledge and awareness of workplace mental health and wellbeing and strategies for proactive management of mental health.
- Reducing stigma around mental health issues in the workplace.
- Facilitating participation in initiatives that support mental health and wellbeing.
- Supporting staff through their return to work following a period of absence due to psychological or mental illness.
- Using strategies to identify and minimise psychosocial risk hazards and factors.

Scope

This policy applies to all workplace participants of SPC, including employees, contractors, visitors, students and labour hire.

What we will do

SPC Global and its leaders will:

- Demonstrate a visible, active commitment to promoting wellbeing and mental health in the workplace.
- Speak openly about mental health in the workplace.
- Make promotion of a psychosocially safe workplace an objective of the business.
- Consult with staff, Health and Safety Representatives and other stakeholders to identify issues and seek feedback.
- Treat mental health with equal importance as physical health.
- Develop the capability of leaders and people managers in relation to mental health management.
- Provide flexible working conditions in accordance with Company policy in support of employee mental health.
- Provide a return-to-work plan where necessary and make reasonable adjustments where possible.

Responsibility

All staff are encouraged to:

- Actively engage in discussions about mental health with their managers and seek support when needed.
- Utilise available mental health resources provided by the organization
- Understand this policy and seek clarification where required
- Consider this policy while completing work-related duties and at any time while representing SPC Global
- Adhere to the Expect Respect Policy
- Support fellow workplace participants in their awareness of this policy
- Access internal supports (i.e. EAP) and external supports (e.g. Beyond Blue, Lifeline, GP etc.) to obtain mental health support if needed
- Support and contribute to SPC Global' s aim of providing a mentally healthy and supportive environment for all staff.

All staff 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.
- Identify hazards or hazardous tasks that affect the mental safety of staff and clients.

Managers have a responsibility to:

- Participate in mental health training programs to identify and support employees facing mental health challenges.
- Engaging in regular well-being check-ins with team members to facilitate open communication about mental health.
- Utilise available data and tools to understand and improve workplace conditions focused on mental health and promote healthy workplaces for their teams.
- Ensure that all staff are made aware of this policy.
- Actively support and contribute to the implementation of this policy, including its goals.

Communication

SPC will ensure that:

- All staff receive a copy of this policy during the induction process.
- This policy is easily accessible on the Company intranet.
- Employees are aware of the Employee Assistance Program - Telus Health - for mental health referral supports.
- Employees are empowered to actively contribute and provide feedback to this policy.
- Employees are notified of all changes to this policy and any relevant legislation regarding psychological health and safety guidelines as applicable.


Internal resources

- EAP – Telus Health
 - Access to mental health professionals for consultation and support.
 - Use of digital tools and applications designed for mental health and stress management.
- Policies and procedures
 - Health and Safety Policy
 - This policy
 - Expect Respect Policy
 - Injury Management Policy
 - Leave Policy
 - Employee Code of Conduct
 - Flexible & Hybrid Working
 - Diversity and Inclusion Policy
 - Workplace Gender Equality Policy
- Internal and external training
- Mental health resources on SharePoint
- 1:1 check-in with line managers
- Regular team meetings
- Mental health initiatives in partnership with organisations such as Black Dog institute and R U Okay
- External resources like Lifeline, Beyond Blue, etc.

Monitoring and review

This policy will be reviewed annually to ensure its effectiveness and alignment with the evolving needs of the organisation and regulatory requirements. SPC Global will establish, measure and review objectives and targets to continually improve health and safety performance and eliminate the potential for harm.

Approved by Robert Iervasi



Global Managing Director
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