



# Mental Health and Wellbeing Principles

Our organisations and people have a shared responsibility to support mental health and wellbeing initiatives so that we can all achieve our full potential.

## Career Lifecycle

We support strategies and policies to meet the changing needs of our people over their personal and career lifecycles.

## Collaborate

We will work collaboratively towards innovative and best practice outcomes that benefit our people and organisations.

## Culture and Stigma

We will take active steps to create an environment without stigma and a culture that fosters and supports mental health and wellbeing.

## Educate

We commit to providing appropriate access to education and resources to enhance mental health literacy and wellbeing.

## Resilience

We will continuously work to build, maintain and restore the resilience of our people to improve their wellbeing and strengthen the productivity of workplaces.

## Shared Responsibility

We acknowledge that a united and collaborative approach to mental health and wellbeing is a shared obligation of both our people and our organisations.

## Support

We will provide access to holistic support networks so that our people and their families can seek assistance anytime.

## Systems and Procedures

We will ensure mental health and wellbeing considerations are integral to our organisation's core business and decision-making.

## PURPOSE

As Police Commissioners, these Principles communicate our commitment to our people that mental health and wellbeing is an organisational priority. We are all leaders in our organisations, and must commit to building and maintaining mental health, wellbeing and resilience.

These Principles provide guidance for our organisations in the development and application of policies, procedures and practices so that we can all work in a supportive and safe environment, free from stigma.

## DESCRIPTION

**For the purpose of these Principles:**

'Mental Health refers to a positive concept related to the social and emotional wellbeing of people and communities. The concept relates to the enjoyment of life, ability to cope with stress and sadness, the fulfilment of goals and potential, and a sense of connection to others.

This term should be interpreted as a broad concept that includes mental wellbeing and exists on a continuum from positive, healthy functioning to severe impact on functioning.

Wellbeing refers to a state of being comfortable, healthy or happy – to feel good and function well. Broader than just mental health, a state of wellbeing is where a person is considered to be flourishing in both mental and physical health.<sup>1</sup>

**ANZPAA**

Australia New Zealand  
Policing Advisory Agency

<sup>1</sup>Beyondblue: Good Practice Framework for Mental Health and Wellbeing in First responder Organisations, 2016.