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.

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.1

ANZPAA
Australia New Zealand Policing Advisory Agency

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