

Golder

The below case study was provided for Consult Australia's [Striving for mentally healthy workplaces](#) report.

Case study: Golder's Asia Pacific Mental Health Strategy

The Golder Asia Pacific Mental Health Strategy is built around a shared understanding that mental illness is not a rare condition and workplaces can play a key role in both preventing mental illness, and providing structures, support and connections that can protect against it. In building our strategy we sought feedback from our employees through our health and safety culture survey. The results indicated our employees were largely supportive of the respect, reward and recognition they receive while also acknowledging that work pressures have, from time-to-time, impacted their life outside of the workplace. The pleasing aspect of these results was that we had a strong base to leverage our strategy from.

Using a model comprising factors of 'Prevention', 'Promotion' and 'Intervention', we identified the existing structures and practices that:

1. Prevent a person suffering from poor mental health;
2. Promote the importance of positive mental health and conversations around this topic; and
3. Help us intervene when someone is displaying early signs of being unwell.



As a result, our Mental Health Strategy builds on existing initiatives such as our flexible work practices and leave provisions, return to work programs, support of R U OK? Day and EAP. With an understanding of what we currently do, we were able to identify further actions under each factor of the model for inclusion in our regional plan.

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| Prevention | Continue to implement actions aimed at becoming a more diverse and inclusive organisation. Review or flexible work arrangements to ensure they meet our current needs. |
| Promotion | Incorporate wellness check in as part of mentoring relationships and discussions. Actively pursue opportunities that drive further intra and inter group connectedness. |
| Intervention | Develop manager and supervisor skills in identifying the signs and symptoms of poor mental health. Expand Mental Health First Aid training across offices. |

We felt it was important to recognise that while it is often factors outside of the workplace that can negatively impact on a person's mental health, we still have a key role to play. The goal of our strategy is to be recognised as an organisation that provides our people with challenging work, recognition for their efforts and enough energy at the end of their day to invest in other parts of their lives. This is consistent with our organisational values and, as an employee-owned organisation, central to the sustainability of our business.