## Table of Contents

Pre	eface	x
Exe	ecutive summary	x
Aims and target audience		7
500		
<u>1.</u>	Work and mental health	9
_	The changing world of work	10
	Understanding mental health problems	12
_	Mental health problems in the workplace	14
_	Impact of mental health problems	19
_	Risk and protective factors for mental health problems	22
2.	The role of government	27
	Vulnerable populations	27
	Policy and legislation	29
	Government partners	32
3.	Putting in place a workplace mental health policy	33
4.	Step I: Analysing mental health issues	35
	Making the case	35
	Establishing a coordinating process	37
	Assessing mental health issues	37
5.	Step II: Developing the policy	43
	Formulating a vision statement	43
	Identifying the values and principles	43
	Defining the objectives	44
	Consulting key stakeholders	46
6.	Step III: Developing strategies to implement the policy	49
	Reviewing the options for strategies	49
	Finding resources to implement the strategies	60
	Developing an implementation plan	61
7.	Step IV: Implementing and evaluating the policy	65
	Generating support and collaboration	65
	Coordinating implementation	65
	Training	65
	Setting up a demonstration project	66
	Evaluating the policy	66
8.	Barriers and solutions	69
References		72
Further reading		79