



Melrose Rural Care

Psychological Health Policy

From our centre's Philosophy:

We aim to provide high quality care and education through a partnership between parents, children, community, staff and the Department of Education and Children's Services.

Therefore, we aim to provide a work place where:

- Psychological health and well being of individuals are safeguarded and promoted.
- Psychological health issues are identified and appropriately managed.
- All staff are aware of DECS Psychological Health information
- General strategies for managing overall psychological health in the work place are in place.
- Psychological injury is managed sensitively, effectively and in accordance with medical advice.

Attention to psychological health factors contributes to improvement in performance. We recognise that the interaction of both physical and psychological well being are required to achieve good health.

Occupational strain results when a state of imbalance occurs between the demands of the work environment and the capacities of the individual to meet those demands- also referred to as stress.

Psychological health is defined as a state of emotional wellbeing - a dynamic state which fluctuates within individuals from time to time and is influenced by many variables, including the work environment.

We are committed to the following principals, which we believe promote psychological health:

- Effective leadership and sound people management skills.
- A Site Learning Plan incorporating the core values and strategic directions of the worksite.
- Clearly defined roles and responsibilities.
- Performance management structures and processes in place.
- Explicit and mutually agreed grievance procedures.
- A work environment where staff feel psychologically safe.
- Collaborative work practices
- Participative decision making
- Staff inductions to the work site and new practices
- Staff skills and abilities are valued and acknowledged
- Staff are encouraged to be innovative and continuous improvement is valued
- Change is supported by appropriate training and development.
- Support is in place for staff experiencing difficult times and to prevent difficult situations from deteriorating.
- Customer service orientation.
- Success is celebrated.

Roles and responsibilities

The Director is responsible for:

- Ensuring that staff is conversant with policies and procedures which affect their psychological health and well-being.
- Using personal management practices which are supportive of psychological health worksites and ensuring that psychological health issues are managed.
- Auditing the worksite to ensure that psychological health issues are addressed.
- Notifying the OHS&W representative of worksite incidents which effect staff psychological health.

Staff has a responsibility to:

- Act in a manner that protects their own and others' psychological health.
- Be conversant with policies and practices which impact on their own psychological health and well-being and the psychological health of others.
- Promptly and responsibly reporting to the Director any concerns about the psychological health at the worksite.
- Contribute to the psychological health of the worksite as effective members of the staff team.

Reference: DECS "Psychological Health Management Procedure" Sept 2005

.....
Director
Rural Care