



RESOURCES
AND ENERGY
INDUSTRY

Workforce Mental Health Framework

RESOURCE LIST

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Version 2

A FRAMEWORK TO ASSIST ORGANISATIONS TO IDENTIFY THEIR WORKFORCE MENTAL HEALTH AND WELLNESS CAPABILITY FROM A POLICY, PROGRAM AND PRACTICAL PERSPECTIVE.

Disclaimer

This list of links is sorted alphabetically and according to the framework, but this does not infer any priority or preference.

Being linked to in this list does not constitute an endorsement; and the list should not be relied upon for legal advice.

Any advice / information contained in this list is of a general nature only and does not take into account the objectives, operational situation or needs of any particular company. Therefore, before making any decision, you should consider the appropriateness of the advice with regard to those matters. This list has been drafted for general informational purposes only, and is not intended to provide, and should not be relied upon for legal advice. We encourage you to consult your own legal advisers for individualised advice to ensure compliance with your Work Health Safety obligations.

Introduction

This list contains links to sources of further information that might be relevant in the context of applying the Resources and Energy Industry Workforce Mental Health Framework and Mental Health Maturity Assessment Tool.

Whilst the following resources provide a starting point for an organisation's mental health journey, organisations are strongly encouraged to do their own research to facilitate evidence-informed decisions around procurement and before creating new initiatives.

Evidence-Based Practice

In the health context, evidence-based practice (EBP) has long since been considered the gold standard.

Similarly, organisations aspire to adopting evidence-based management regarding their decision making for the design, planning and implementation of organisational mental health and wellbeing initiatives.

EBP involves a combination of research evidence, professional expertise, stakeholder perspectives and organisational context, as illustrated in the Venn diagram below.

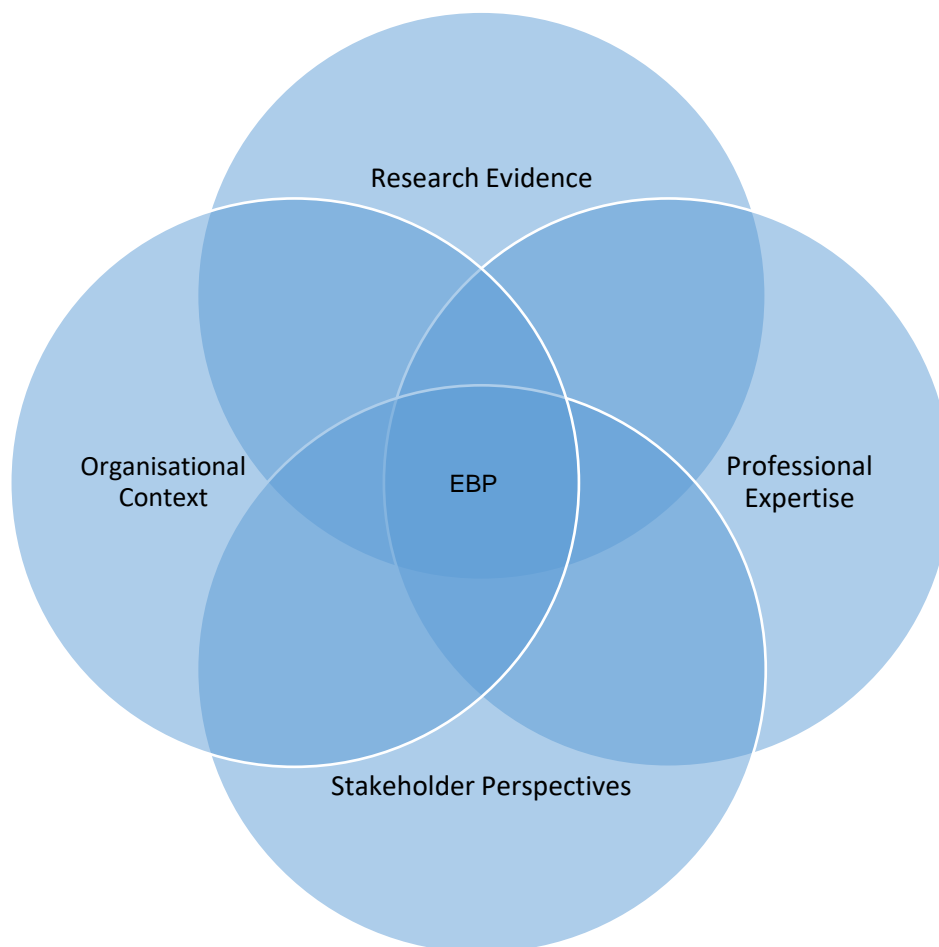


Figure 1: Evidence-based management approach. Adapted from Briner, R. B., Denyer, D., & Rousseau, D. M. (2009). Evidence-based management: Concept cleanup time? Academy of Management Perspectives, 23(4), 19-32.

Applying EBM to the design and implementation of organisational mental health and wellbeing initiatives includes the consideration of the following elements:

- national and international evidence regarding best practice;
- expertise from clinicians, qualified professionals and peak professional bodies;
- perspectives, lived experience and insights from key stakeholders, including employees, contractors, clients, volunteers, supporters, families and the broader community; and
- organisational data like employee surveys, absence and incident data.

Additional considerations might include opportunities presented by technological advances and innovations as well as insights from previous procurement experiences and evaluations.

Quality of Evidence

The National Health and Medical Research Council (NHMRC) provides [guidelines](#) for assessing the quality of research evidence.

Examples for how this NHMRC hierarchy of evidence quality can be applied in detail to psychological interventions is provided in a [Literature Review](#) by the Australian Psychological Society.

The Australian Government's Comcare uses a similar approach for rating the research presented in their [Workplace Research Monthly](#) compilations. This approach enlarges upon the above concept by adding in expert committees and opinion pieces as the lowest level of evidence.

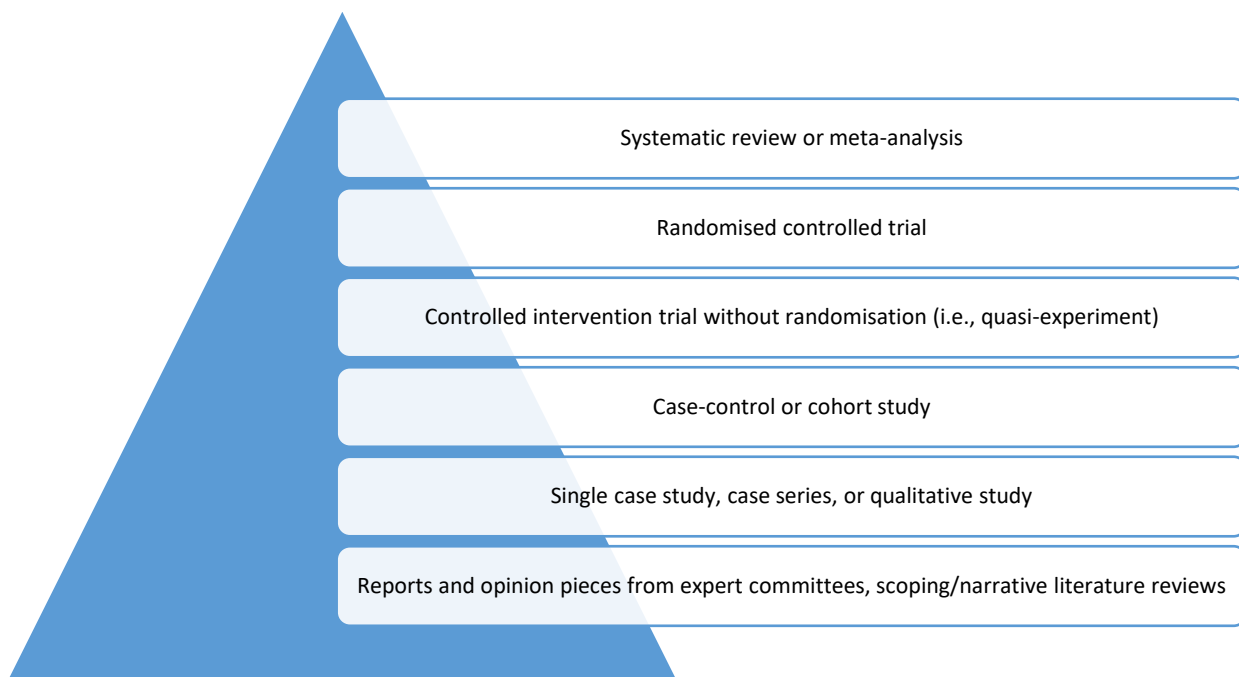


Figure 2: Hierarchy of research evidence. Adapted from Comcare's Workplace Research Monthly.

Ultimately, when evaluating the appropriateness of organisational mental health and wellbeing initiatives, organisations need to consider both research evidence and professional expertise whilst also accounting for organisational context and stakeholder perspectives.

The following resources constitute a starting point on this path.

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Resource List

Access to allied health professionals

[Allied Health Professions Australia. Access to allied health services.](#)

[Australian Government | Department of Health and Aged Care. About Allied Healthcare.](#)

[Government of Western Australia | WorkCoverWA. Allied health providers.](#)

Awareness campaigns / days of recognition

[C.A.Short: R Scott Russell, CRP, CEP. \(2021\). How to Use Awareness Days in Your 2021 & 2022 Engagement Strategy.](#) (Content from an engagement services provider.)

[Purtle, J., & Roman, L. A. \(2015\). Health awareness days: sufficient evidence to support the craze? American Journal of Public Health, 105\(6\), 1061-1065?](#) (This gives a bit of a contrarian view.)

Community programs/events

[Department of Local Government, Sport and Cultural Industries, Office of Multicultural Interests. \(2020\). Event Management Guide | A comprehensive, user-friendly guide that has been created to assist culturally and linguistically diverse \(CaLD\) community groups with preparing their event.. Government of Western Australia.](#) (This contains notes on event planning.)

Consultation and communication

[Forbes, \(2022\). 3 Best Practices for Accurate and Inclusive Visuals Around Workplace Mental Health Communications \(also on Mental Health list\).](#)

[Government of Western Australia, Department of Mines, Industry Regulation and Safety - WorkSafe, \(2022\). Information Sheet: Human factors: Usable procedures.](#)

[Safe Work Australia. \(2013, updated 2023\). Model Code of Practice: Work health and safety consultation, cooperation and coordination.](#)

[The South Australian Mining and Quarrying Occupational Health and Safety Committee. \(2017\). Workplace Consultation and Communication Guide | Promoting Work Health and Safety in the Workplace.](#)

[WA Government | Department of Energy, Mines, Industry Regulation and Safety. \(2009\). Code of practice - Work health and safety consultation, cooperation and coordination. Government of Western Australia.](#)

Continuous improvement program

[ISO. \(2018\). ISO 45001 and related standards: Occupational health and safety.](#)

[ISO. \(2021\). ISO 45003:2021| Occupational health and safety management | Psychological health and safety at work | Guidelines for managing psychosocial risks.](#)

[Victorian State Government | Department of Health. Continuous improvement framework.](#)

Diversity and inclusion programs and initiatives

[Ainsworth, S., & Pekarek, A. \(2022\). Gender in Human Resources: Hiding in plain sight. Human Resource Management Journal.](#)

[Australian Government | Australian Institute of Health and Welfare. \(2021\). Family, domestic and sexual violence report 2021.](#)

[Australian Institute of Company Directors. \(2021\). A director's guide to preventing and responding to sexual harassment at work.](#)

[Champions of Change Coalition. \(2021\). 'Playing Our Part' framework for taking action on domestic and family violence in the workplace.](#)

[Champions of Change Coalition. \(2021\). Champions of Change Coalition 2021 Impact Report.](#)

[Chief Executive Women. \(2021\). Respect@Work Resources.](#)

[Comcare. \(2020\). Striking the balance with flexible working | Information for employers and workers. Australian Government.](#)

[Fair Play Talks. \(2022\). Sexual Harassment Linked to Bias, Inclusion & Respect.](#)

[Jonathan M. Graham, Partner at Heidrick & Struggles. \(2022\). Enhancing diversity: The manufacturing mind-set advantage.](#)

[McKinsey. \(2022\). McKinsey Quarterly: Hybrid work: Making it fit with your diversity, equity, and inclusion strategy.](#)

[Respect@Work Council. \(2022\). Respect@Work Council Annual Report 2021-2022.](#)

[Safe Work Australia. \(2023\). Model Code of Practice: Sexual and gender-based harassment.](#)

[Safe Work Australia. \(2022\). Workplace sexual harassment statistics and What to do if you are sexually harassed at work– new infographics. Australian Government.](#)

[UN System Chief Executives Board for Coordination. \(2021\). Advancing a Common Understanding of a Victim centred Approach to sexual harassment.](#)

[Victorian Equal Opportunity and Human Rights Commission. \(2020\). Preventing and responding to workplace sexual harassment – A quick guide for employers.](#)

Drug and alcohol campaigns

[Australian Drug Foundation: Ken Pidd & Ann Roche. \(2013\). Policy Talk | Workplace Alcohol And Other Drug Programs: What Is Good Practice?](#)

[Australian Safety and Compensation Council. \(2007\). Work Related Alcohol and Drug Use | A Fit For Work Issue. Australian Government.](#)

Early intervention strategies / processes

[Comcare. \(2022\). Intervene early and know the warning signs. Australian Government.](#)

[Comcare. \(2010\). First to Action | Early intervention to support psychological health and wellbeing. Australian Government.](#)

Effective health management

[National Occupational Health and Safety Commission. \(2001\). OHS Solutions | Occupational Health and Safety Management Systems | A Review of their Effectiveness in Securing Healthy and Safe Workplaces. Government of Australia.](#)

[Ryan, T., Rice, V., Saunders, J., & Limbrick, S. \(2018\). Measuring the effectiveness of workplace health management programs: An Australian example. Preventive Medicine Reports, 11, 56–62.](#)

Employee Assistance Program (EAP) and other support programs

[Comcare. Principles for Better Practice Employee Assistance Programs. Australian Government.](#)

[Matthews, L.R., Gerald, J. & Jessup, G.M. \(Int J Ment Health Syst 15, 68\), \(2021\). Exploring men's use of mental health support offered by an Australian Employee Assistance Program \(EAP\): perspectives from a focus-group study with males working in blue- and white-collar industries.](#)

[PwC | Sonder, \(2021\). Rethinking workplace mental health and wellbeing.](#)

[Thrive at Work. Employee Assistance Programs.](#)

Employee check-ins

[iyarn. \(2020\). A Mental Health Check In for the Workplace.](#)

Employee support networks

[Achievers: Jeff Cates. \(2020\). 11 Employee Networks to Build an Inclusive Culture.](#)

Engagement / pulse surveys

[OfficeVibe. \(2022\). Differences between pulse surveys and annual engagement surveys.](#)

[Qualtrics. \(2023\). The ultimate guide to employee pulse surveys.](#)

External and internal mental health benchmarking

[Deloitte: Junko Kaji, Blythe Hurley, Anya George Tharakan, and Rupesh Bhat. \(2019\). The ROI in workplace mental health programs: Good for people, good for business A blueprint for workplace mental health programs.](#)

[IOSH UK. \(2021\). \(Mental health in the workplace: benchmarking questions.](#)

[NSW Government | SafeWork NSW. \(2021\). Benchmark your business. SafeWork Mental Health. People at Work. \(2020\). About People at Work. Queensland Government.](#) (This is a free and validated Australian psychosocial risk assessment survey and benchmarking tool.)

See also [Mental health metrics](#).

Flexible work arrangements

[Could we soon be seeing the end of 9-5? World Economic Forum.](#)

[Healthline, \(2022\). How a 4-Day Workweek Could Boost Your Mental Health.](#)

[Fair Work Ombudsman. Flexible working arrangements. Australian Government.](#)

[NSW Government | NSW Centre for Work Health and Safety, \(2021\). Best Practice Guide for promoting psychosocial safety in flexible and work-from-home arrangements.](#)

[Texas A&M University School of Public Health. \(2022\). Remote work doesn't negatively affect productivity.](#)

General mental health training / inclusion in inductions

[Mitchell. \(2015\). FIFO induction must include mental health advice. Australia's Paydirt.](#)

Health screenings

[Path West. \(2023\). Employee health screenings.](#)

[Clinical Labs. Employee health screenings.](#)

Information Packages

[Australian Government | National Mental Health Commission. \(2021\). National Workplace Initiative.](#)

[Beyond Blue. \(2022\). Resource library.](#)

[Black Dog Institute. Workplace Mental Health Toolkit | Practical Guide & Resources.](#)

[Lifeline. Factsheets.](#)

Internal and external mental health benchmarking

[Deloitte: Junko Kaji, Blythe Hurley, Anya George Tharakan, and Rupesh Bhat. \(2019\). The ROI in workplace mental health programs: Good for people, good for business A blueprint for workplace mental health programs.](#)

[IOSH UK. \(2021\). \(Mental health in the workplace: benchmarking questions.](#)

[NSW Government | SafeWork NSW. \(2021\). Benchmark your business. Safework Mental Health.](#)

[People at Work. \(2020\). About People at Work. Queensland Government.](#) (This is a free and validated Australian psychosocial risk assessment survey and benchmarking tool.)

See also [Mental health metrics](#).

Leadership training

[Emergency Services Foundation. Leading for better mental health. \(2022\).](#)

[Thrive at Work. Leader mental health education.](#)

Learning and development

[BUPA UK. \(2023\). How learning can benefit your team's mental health.](#)

Lifestyle programs

[Live Lighter. \(2024\). Workplace Health.](#)

Manager/supervisor contact if away from work

[Barbara Z. Larson, Susan R. Vroman, and Erin E. Makarius. \(2020\). A Guide to Managing Your \(Newly\) Remote Workers. Harvard Business Review.](#)

Manager/supervisor mental health training

[Thrive at Work. Leader mental health education.](#)

[Lifeline WA. Workplace Mental Health Training.](#)

Mental health and wellbeing policies

[Heads Up. Mental Health Policy Template. \(2014\). Beyond Blue.](#)

Mental health and wellbeing surveys

[People at Work. \(2020\). About People at Work. Queensland Government.](#) (This is a free and validated Australian psychosocial risk assessment survey and benchmarking tool.)

[Taggart, F., & Stewart-Brown, S. \(2019\). A Review of Questionnaires Designed to Measure Mental Wellbeing. \(2019\).](#)

Mental health campaigns and partnerships

[Spark Strategy. Effective Corporate / Not-for-Profit Partnerships.](#)

[Twaddle, J., Khanna, N., Panfilova, T. \(2018\). Not-For-Profits | Developing effective corporate partnerships. PwC.](#) (This source is more from the perspective of NFPs.)

[Think Mental Health. Partnerships | List of Mental Health Not-For-Profit Partners.](#) (This is a list of some potential partners.)

Mental health first aid training

[Mental Health First Aid. Workplace recognition programs. Mental Health First Aid Australia.](#)

[Australian Red Cross. Mental health first aid.](#)

[Lifeline WA. Workplace Mental Health Training.](#)

[St John. First aid for mental health.](#)

Mental health metrics

[Australian Government | National Mental Health Commission | National Workplace Initiative, \(2022\). Measuring Mentally Healthy Workplaces.](#)

[Australian Government | Productivity Commission, \(2020\). Productivity Commission | Inquiry Report | Mental Health Volume 1.](#)

[People at Work. \(2020\). About People at Work. Queensland Government.](#) (This is a free and validated Australian psychosocial risk assessment survey.)

[Safe Work Australia , \(2021\). Psychosocial health and safety and bullying in Australian workplaces | Indicators from accepted workers' compensation claims | Annual statement, 6th edition, 2021. Australian Government.](#)

Mental health research

[Mental Health Australia. MHCA Code of Conduct. \(2013\). Mental Health Australia.](#)

[NHMRC. \(2018\). National Statement on Ethical Conduct in Human Research. National Health and Medical Research Council.](#)

Mental health resources

[Australian Government | National Mental Health Commission | National Workplace Initiative, \(2022\). Creating Resources to Support Mentally Healthy Workplaces.](#)

[Head to Health | Find digital mental health resources from trusted service providers. Australian Government | Department of Health and the Aged.](#)

Mental health strategy / action plan

[AMMA | APPEA | Safer Together, \(2021\). Mental Health and Wellbeing Implementation Guideline.](#)

[Australian Government | National Mental Health Commission | National Workplace Initiative, \(2021\). Blueprint for Mentally Healthy Workplaces.](#)

[Department of Mines, Industry Regulation and Safety. Mentally healthy workplaces codes of practice. \(2022\). Government of Western Australia.](#)

[Heads Up. Developing a workplace mental health strategy | A how-to guide for organisations. \(2018\). Beyond Blue.](#)

[National Safety Council of Australia, \(2022\). Research reveals how to create a mentally healthy workplace.](#)

[The Mentally Healthy Workplace Alliance | Black Dog Institute | The University of New South Wales | The Australian Government National Mental Health Commission, \(2020\). Creating mentally healthy workplaces | A review of the research.](#)

Mental health working group / committee

[ComCare. Participating in Effective Health and Safety Committees | A guide for committee members. \(2012\). Australian Government.](#) (This resource is not specific to mental health committees but OHS committees.)

Mindfulness programs

[Galante, J., Friedrich, C., Dawson, A. F., Modrego-Alarcón, M., Gebbing, P., Delgado-Suárez, I., ... & Jones, P. B. \(2021\). Mindfulness-based programmes for mental health promotion in adults in nonclinical settings: A systematic review and meta-analysis of randomised controlled trials; PLoS medicine, 18\(1\), e1003481.](#)

[HealthDirect. Mindfulness. Australian Government.](#)

[Hilton, L. G., Marshall, N. J., Motala, A., Taylor, S. L., Miake-Lye, I. M., Baxi, S., ... & Hempel, S. 2019 Mindfulness meditation for workplace wellness: An evidence map. Work, 63\(2\), 205-218.](#)

Organisational transparency

[Kaufman, J. \(2021\). Mindset matters: A call for transparency in corporate health and wellness. Forbes.](#)

Peer support programs

[Resourceful Mind | A Peer-Support Program for the Workplace. \(2022\). Lifeline WA.](#)

Physical health and wellbeing programs / initiatives

[Comcare. Effective Health and Wellbeing Programs. Australian Government.](#)

[Healthier Work. Guide to Promoting Health & Wellbeing in the Workplace. \(2012\). Australian Capital Territory.](#)

Policies and procedures

[Australian Government | Comcare. \(2022\). Workplace health and safety management system.](#)

[NSW Government | Industrial Relations. Workplace Policies and Procedures Checklist.](#)

[Queensland Government | WorkSafe. \(2020\). Establishing policies and procedures.](#)

[Respect@Work. The role of policy on workplace culture.](#) (includes checklist and samples)

Policy and leadership commitment

[WorkSafe Victoria. \(2023\). Demonstrate leadership commitment to workplace mental health in your medium or large business.](#)

Psychological safety in WHS processes

[ComCare. Psychosocial hazards. Australian Government.](#)

[Safe Work Australia. \(2022\). Model Code of Practice: Managing psychosocial hazards at work.](#)

[Safe Work Australia. Work-related psychological health and safety A systematic approach to meeting your duties National guidance material. \(2019\) .Australian Government.](#)

Psychosocial hazard and incident reporting and response

[Government of Western Australia | Department of Mines, Industry Regulation and Safety. \(2022\). Gendered violence: Notification of sexual harassment and/or assault to WorkSafe Mines Safety.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety. \(2022\). Code of Practice Psychosocial hazards in the workplace, February 2022.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety. \(2022\). Code of Practice Violence and aggression at work, February 2022.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety. \(2022\). Code of Practice Workplace behaviour.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety. Reporting website.](#)

[People at Work. \(2020\). Psychosocial hazards and factors. Queensland Government.](#)

[Safe Work Australia. \(2022\). Model Code of Practice: Managing psychosocial hazards at work.](#)

[Safe Work Australia. \(2022\). Psychosocial hazards. Australian Government.](#)

[WorkSafe Queensland. Incidents and notifications webpage.](#)

Resilience and coping programs

[Thrive at work. Selecting resilience and coping interventions.](#)

Return to work / injury management processes

[ComCare. Return to work process for employers. Australian Government.](#)

[Safe Work Australia. National Return to Work Strategy. Australian Government.](#)

[WorkCoverWA. Injury Management: A Guide for Employers. \(2019\).](#)

Review and audit

[Department of Mines, Industry Regulation and Safety. \(2020\). Mentally healthy workplaces audit tool and technical guide. Government of Western Australia.](#)

[Safe Work Australia. \(2022\). Model Code of Practice: Managing psychosocial hazards at work.](#)

Risk and incident management training

[Training.gov.au. Unit of competency details | Contribute to managing work-related psychosocial health and safety. \(includes lookup of training providers\)](#)

Risk management system (incl risk assessment)

[Department of Mines, Industry Regulation and Safety. \(2015\). Psychologically Safe and Healthy Workplaces | Risk Management Approach Toolkit. Government of Western Australia.](#)

[International Organization for Standardization, \(2021\). ISO - ISO 45003:2021 - Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks.](#)

[Kylie Burns, 43\(4\) Sydney Law Review 575, \(2021\). 'Liability for Workplace Psychiatric Injury and Vicarious Trauma: Kozarov v Victoria'.](#)

[Melbourne School of Population and Global Health, University of Melbourne, \(2013\). Workplace prevention of mental health problems: Guidelines for organisations.](#)

[People at Work. \(2020\). Psychosocial hazards and factors. Queensland Government.](#)

[Safe Work Australia. \(2022\). Model Code of Practice: Managing psychosocial hazards at work.](#)

[Safe Work Australia. \(2022\). Psychosocial hazards. Australian Government.](#)

Sleep health/fatigue management

Fatigue is listed as a workplace psychosocial hazard in the new WA Code of Practice:

[Department of Mines, Industrial Regulations and Safety. \(2022\). Code of Practice | Psychosocial hazards in the workplace. Australian Government.](#)

[Maisey, G., Cattani, M., Devine, A., Lo, J., Fu, S. C., & Dunican, I. C. \(Applied Ergonomics, 99, 103617\)., \(2022\). Digging for data: How sleep is losing out to roster design, sleep disorders, and lifestyle factors.](#)

[Sadeghniaat-Haghighi, K., & Yazdi, Z. \(2015\). Fatigue management in the workplace. Industrial Psychiatry Journal, 24\(1\), 12.](#)

[Safe Work Australia. \(2013\). Guide for managing the risk of fatigue at work. Australian Government.](#)

Social and recreational activities

[healthandsafetyhandbook.com.au. \(2014\). 6 tips for organising safe recreational activities.](#)

[Shujat, S., & Ameer, F. IBT Journal of Business Studies \(JBS\), 1\(1\). \(2011\). Effects of Recreational and Entertainment Activities on Employees Job Satisfaction: A Case Study.](#)

[The Government of Western Australia. Department of Local Government, Sport and Cultural Industries. The relationship between organised recreational activity and mental health.](#)

Special leave provisions

[Australian Human Rights Commission. Managing mental illness in the workplace.](#)

Specific behavioural and systemic risks

[Black Dog Institute, \(2021\). Modern work: how changes to the way we work are impacting Australians' mental health.](#)

[ComCare, \(2022\). Self-assessment tool: Reducing the psychosocial risks of workplace change.](#)

[Conway, P. M., Burr, H., Rose, U., Clausen, T., & Balducci, C. \(2021\). International Journal of Environmental Research and Public Health, 18\(20\), 10805.. \(2021\). Antecedents of Workplace Bullying among Employees in Germany: Five-Year Lagged Effects of Job Demands and Job Resources.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety, \(2022\). Code of Practice | Violence and aggression at work.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety, \(2022\). Code of Practice | Workplace behaviour.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety, \(2022\). Code of Practice | Psychosocial hazards in the workplace.](#)

[Government of Western Australia | Department of Mines, Industry Regulation and Safety, \(2019\). Code of Practice | Mentally healthy workplaces for fly-in fly-out \(FIFO\) workers in the resources and construction sectors.](#)

[Safe Work Australia. \(2023\). Model Code of Practice: Sexual and gender-based harassment.](#)

[Unmind, \(2022\). The Big Burnout Handbook.](#)

Standard mental health agenda item for pre-start / team meetings

[Beyond Blue | Heads Up. Toolbox talks for all workplaces.](#)

Stigma reduction

[Thrive at Work. Reducing mental health stigma.](#)

Suicide and crisis awareness training

[Lifeline. \(2023\). Lifeline's mental health and suicide awareness training courses for community and workplace.](#)

Suicide prevention programs

[Australian Government | Department for Health and the Aged. What we're doing about suicide prevention.](#)

[Sax Institute | Beyond Blue | Heads Up. \(2018\). Evidence Check | Programs and services for suicide prevention.](#)

[Suicide Prevention Australia. \(2023\). Best practice directory.](#)

Support provided regardless of cause

[Australian Human Rights Commission. Managing mental illness in the workplace.](#)

Webinars, podcasts, apps and story sharing

[Melanie-Anne Atkins. The Conversation. \(2020\). Bell Let's Talk Day: Should I share a mental health story?](#)

[WayAhead | Mental Health Association NSW. Telling Your Story | 12 things to remember when sharing your mental health story.](#)

Work design

[Conway, P. M., Burr, H., Rose, U., Clausen, T., & Balducci, C. \(2021\). International Journal of Environmental Research and Public Health, 18\(20\), 10805.. \(2021\). Antecedents of Workplace Bullying among Employees in Germany: Five-Year Lagged Effects of Job Demands and Job Resources.](#)

[Government of Western Australia, Department of Mines, Industry Regulation and Safety - WorkSafe, \(2022\). Information Sheet: Human factors: Usable procedures.](#)

[Superfriend. A systems approach to good work design.](#)

[Thrive at Work. An introduction to the SMART Work Design Model.](#)

[University of Melbourne Centre for Wellbeing Science | Australian Psychological Society. \(2021\). Job Crafting for Employee and Workplace Wellbeing | 2021 Psychology Week Report.](#)

Workforce and family care packages

[Alex Turner-Cohen. \(2021\). How bosses are helping staff survive lockdown.](#)

[Snacknation | Ashley Bell. 37 Best Work From Home Care Package Ideas For Employees & Businesses In 2023.](#)

Workplace adjustments and stay at work management options

[Beyond Blue | Heads Up. Help others stay at work.](#)

[Beyond Blue | Return To Work. \(2022\). Mental Health in the Workplace | Overcoming barriers to return to work.](#)

[Occupational Health and Safety Agency for Healthcare in BC. \(2019\). Best Practices for Return-to-Work/Stay-at-Work Interventions for Workers with Mental Health Conditions.](#)