



Mental Health Policy

National Railway Museum

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Date: 10.06.2015

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Approved by and effective on date of signature:

David Burnett - Chairperson

A handwritten signature in black ink, appearing to read "David Burnett".

Signature:

Date: 10.03.2021

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Mental Health Policy

Mental Health First Aid Australia states that approximately 20% of Australian Adults experience a common mental health problem each year and around 45% of Australians aged between 16 and 85 will experience a mental illness at some point in their life. This means that one in five Australian adults will experience a mental illness in any given year.

A worker may develop a mental health problem prior to employment or volunteering or during employment or volunteering. Most workers successfully manage their illness without it impacting on their work. Some may require workplace support for a short period of time, while a minority will require ongoing workplace strategies.

It is often presumed that a worker's mental health problems develop outside of the workplace. However, an 'unhealthy' work environment or a workplace incident can cause considerable stress and exacerbate, or contribute to, the development of a mental illness.

Creating a safe and healthy workplace

All employers and managers are obliged to take appropriate steps to eliminate and minimise work, health and safety risks in the workplace.

The National Railway Museum (NRM) will do the following:

- Identify possible workplace practices, actions or incidents which may cause, or contribute to, the mental illness of workers and take actions to eliminate or minimise these risks.
- Encourage a positive workplace culture where mental health is everyone's responsibility and people feel safe to talk about mental health.

Work Health and Safety (WHS) obligations extend to any workers with mental illness.

Recognising and promoting mental health is an essential part of creating a safe and healthy workplace. Importantly, all staff, volunteers, and board members have roles to play in building a safe work environment, one that will not create or exacerbate mental health problems and where workers with mental illness are properly supported.

Risk factors that could cause physical or mental illness or injury should be systematically identified, assessed and controlled by eliminating or minimising such risks.

The NRM understands that workers may wish to speak to a trusted colleague at the Museum, however the workers must keep in mind that it is deemed best for them to seek assistance from experts such as a GP or official agency in the first instance.

Mental Health First Aid

The NRM encourages all workers to consider undertaking an approved Mental Health First Aid Course.

Workers with an existing Mental Health First Aid qualification can present your certificate to the Curator and Business Manager who will then arrange to list you as an NRM Mental Health First Aider for a period of three years from the date of achievement.

Resources

Internal

Code of Conduct (*CORP.2019.438*)

Privacy Policy (*CORP.2015.238*)

External

Mental Health First Aid Australia Handbook

Safework SA

Helpful Resources

South Australian Mental Health Triage 13 14 65

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| <p>Depression, Anxiety and Suicidal Thoughts</p> | <p>Lifeline 24 Hour Counselling and Crisis Support Chat 13 11 14 www.lifeline.org.au/crisischat</p> <p>Kids Help Line – For persons 25 and Under (24/7) 1800 55 1800 www.kidshelp.com</p> <p>Beyondblue Support Service (24/7) 1300 224 636 www.beyondblue.org.au/get-support</p> <p>Suicide Call Back Service – (24/7) 1300 659 467 www.suicidecallbackservice.org.au</p> <p>Mensline Australia – (24/7) For Men with Relationship or Family Concerns 1300 78 99 78 www.menslineaus.org.au</p> |
| <p>Psychosis</p> | <p>SANE Helpline – (9-5 Weekdays EST) 1800 187 263</p> |
| <p>Substance Use Problems</p> | <p>Quitline – Smoking Quitline 137 848 www.quit.org.au</p> <p>Alcohol and Drug Information Services 1300 131 340</p> |
| <p>Gambling Problems</p> | <p>Gambling Help 1800 858 858 www.gamblinghelponline.org.au</p> <p>Financial Counselling Australia www.financialcouncillinaustralia.org.au</p> |
| <p>Eating Disorders</p> | <p>The Butterfly Foundation 1800 334 673</p> |
| <p>LGBTIQ+ Health Issues</p> | <p>Qlife www.qlife.org.au 1800 184 527 (3pm – Midnight 7 days a week)</p> <p>Touchbase www.touchbase.org.au</p> |
| | <p>National Sexual Assault, Domestic Family Violence Counselling Service</p> |

Contact Person

The officer responsible for carriage of this policy is the Chairperson of the NRM who is contactable via email at chair@nrm.org.au or phone 08 8341 1690.

Responsibility

Board Member - Chairperson