

Northpower

Wellbeing Strategy Focus

1. Prevent workplace mental harm with good, healthy work design
2. Enhance the wellbeing of our people by providing the right opportunities and support structures.

Our 10 Critical Risks

Critical Risk Control Management

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What does it mean, for us?

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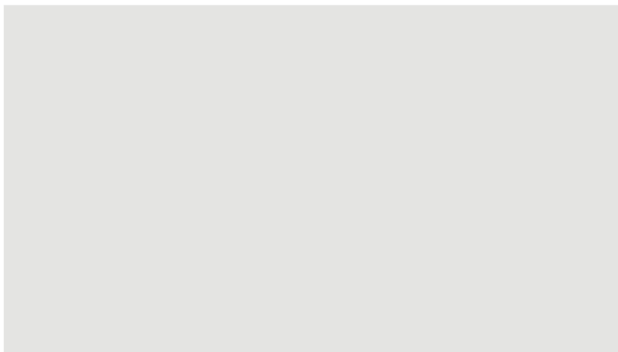
Critical Controls for Mental Health

Critical control	How it works to protect mental health
Position descriptions (for all roles)	Increases role clarity. Aligns expectations between staff and their manager.
Formal 1-1 meeting with supervisor/manager	Formal opportunity for staff to discuss or raise concerns about Workplace Psychosocial Hazards with manager: <ol style="list-style-type: none"> 1. Performance Review 2. Development Planning 3. Kanohi ki te kanohi (face to face conversations)
RAISE	Confidential funded counselling available for all staff. Both a preventative control to reduce the likelihood of harm and a mitigating control to minimise impacts
Detect Psychosocial Hazard Exposure in the workplace	Measured from the Mental Health Critical Risk Survey. Monitors workplace psychosocial hazards within Northpower e.g., lack of role clarity
The organisation has an acceptable level of Mental Health Literacy	Measured by the Mental Health Critical Risk Survey, Mental Health Literacy is the knowledge and skills needed to promote, maintain, and improve mental health and well-being. Both a preventative control to reduce the likelihood of harm and a mitigating control to minimise impacts.

Socialising our thinking



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Taking our team on the journey

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Position Descriptions
Ongoing quest

Raise EAP
Ready to go

1-1 with Manager
Performance launched

- Performance Review
- Development Planning
- Kanohi ki te kanohi

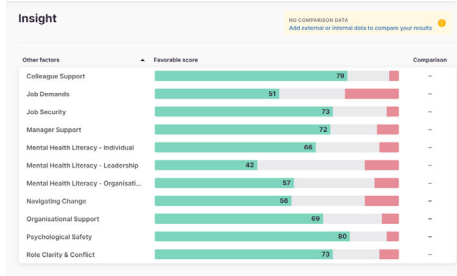
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Two birds, one stone

Mental Health Critical Risk Survey May 2023

- 1. Detect exposure to psychosocial hazards in the workplace
- 2. Measure our level of Mental Health Literacy

65% participation rate



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Thank-you

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