

Mental Health and Wellbeing Policy Statement

Purpose

The purpose of this policy is for JetBlack Plumbers to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

JetBlack Plumbers believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

This policy applies to all employees of JetBlack Plumbers, including contractors and casual staff.

Policy

This policy has been developed this policy and JetBlack Plumbers are committed to:

- Build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- Increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- Reduce stigma around depression and anxiety in the workplace.
- Facilitate employees active participation in a range of initiatives that support mental health and wellbeing.

All employees have a responsibility to:

- Understand this policy and seek clarification from management where required
- Take reasonable care of their own mental health and wellbeing, including physical health
- Take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- Ensure that all workers are made aware of this policy
- Actively support and contribute to the implementation of this policy, including its goals
- Manage the implementation and review of this policy.



Director

Joshua Nicholls

Date: January 2022

Next Review Date: January 2023