

Checklist taken from the Framework Toolkit for building a workforce mental wellbeing strategy

UNDERSTAND



- Conduct a mental wellbeing data audit
- Identify the level of commitment within your organisation
- Benchmark the mental wellbeing status, risks and needs of your workforce
- Identify and prioritise mental wellbeing risks
- Complete a Gap Analysis of your current support options
- Summarise your findings in a SWOT
- Define your mental wellbeing Vision
- Set your workforce mental health focused SMART objectives

SUPPORT



Organisation and culture strategy

- Make a commitment to improve mental health
- Identify your people organisation & culture fit
- Budget for better mental wellbeing
- Publish your mental wellbeing policy

Clinical and support strategy

- Adopt your clinical model
- Design your ecosystem
- Map your wellbeing support
- Integrate your support options

Employee engagement strategy

- Set your communication plan
- Use data-led engagement themes

IMPROVE

- Set your KPIs and reporting strategy
- Monitor workplace mental wellbeing KPIs
- Focus on continuous improvement
- Create a business case for mental wellbeing investment

