



Measure and improve your organisation's ability to support mental health.

Measuring Mental Health at Work

HSE Global works with and provides mental health advice to many of EML's top tier customers, several universities, mining, and logistics organisations.

Mental Health Literacy is a term that describes the level of awareness and responsiveness to people who are experiencing mental health problems. Effectively, it's how comfortable people are asking for help, and how effective we are at providing it. Obtaining an informed view of current state mental health literacy and mental health improvement enables organisations to focus on either maintaining or improving their culture in a specific and targeted way that helps people thrive or grow.

In partnership with GSI, HSE Global has developed the Mental Health Index (MHI™) to measure the mental health literacy of an organisation. It also measures key leadership behaviours that have been shown to improve people's mental health at work. When these things are understood, steps can be taken to optimise people, process and performance resulting in improved organisational and personal outcomes.

MHI™ enables you to:

- Understand the impact of your mental health and wellbeing programs, including granular insights as to the effectiveness of what is working and not working.
- Improve business outcomes using data driven insights to understand how your organisation performs against the 4 key drivers of Mental Health Literacy, which can then be used to inform your wellbeing strategy.
- Objectively measure, benchmark and report on the mental health literacy of your workplace.
- Use data-driven insights to understand at-risk areas associated with mental health literacy within your organisation.

The four key drivers and seven dimensions of MHI™:

The MHI™ is a quantitative survey-based assessment of seven dimensions across an organisation that measure mental health literacy. These seven dimensions and the questions that explore them align to 4 pervasive concepts of mental health literacy – the MHI™ 'drivers':

1. **Improved Recognition** – improving the understanding of common mental health issues and how they might present
2. **Reducing Stigma** – removing fear and misunderstanding helps build better acceptance of people who experience mental health issues
3. **Help Seeking Behaviour** – early help seeking improves mental health outcomes
4. **Mental Health Promotion** – helping people to obtain and maintain optimum mental health.



The MHI™ investigates the 4 drivers by exploring 7 workplace dimensions:

1. **Organisational Culture:** what are the accepted behaviours and attitudes around mental health?
2. **Leadership Behaviour:** What do people see leaders doing around mental health?
3. **Organisational Support:** How well does the organisation identify and respond to mental health needs?
4. **Organisational Communication:** How well does the organisation promote mental health?
5. **Personal Pressure:** how well does the organisation identify and manage overall stressors?
6. **Workplace Demand:** How well does the organisation manage the amount of work people take on?
7. **Mental Health Enablers:** How well does the organisation drive a culture that promotes positive mental health, not just a culture that supports people with mental health problems?



Company MHI™ report and strategy:

The MHI™ report provides a key quantitative input to identify areas of focus to improve your organisation's mental health culture and ability to support mental health. With the ability to break the data down to a granular level, it means you can focus attention on where it is required, and acknowledge high performance where identified.

HSE Global can assist you to understand the data, review the effectiveness of your current wellbeing strategy or support the development of a new strategy.

MHI™ is powered by GSI and has been designed through a vigorous Delphi research process using mental health professionals and academic studies to ensure it was refined and designed to be understood and support the ability to lift mental health literacy effectively and confidently in your workplace.

Find out more by visiting:

- www.globalsafetyindex.com/mhi/
- www.hseglobal.com.au/mental-health/

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For new HSE Global customers: 10% off the advertised price for annual membership fee PLUS 10% off all other fees including: initial set up fee and annual database management and hosting fee.

For existing HSE Global customers: 10% off all fee elements upon annual renewal of MHI™ membership.

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