

MENTAL HEALTH POLICY

Statement of Commitment

(Company) recognizes that supporting the mental health of our employees is important at an individual and organizational level. We understand that mental health is impacted on by a range of factors, including work environment, work culture and workplace relationships with others.

As such, we are committed to:

- Proactively promote positive mental health
- Support employees in developing and managing their own mental health
- Building and maintaining work systems and culture that can positively impact mental health.
- Support employees who are experiencing mental health challenges to recover.

Our Mental Health Policy and the (Name of Mental Health Program) as a whole is further anchored to our organizational values of Employee First, Teamwork, Integrity and Respect, Innovation and Service Excellence.

Policy Objectives

The objectives of this policy are to:

1. Outline how the company complies to the legal obligations contained in the Mental Health Act (RA 11036).
2. Increase the awareness across functions and at all levels of the organization on the importance of promoting mental health in the workplace.
3. Provide support and assistance for employees experiencing mental health difficulties.
4. Recognize that workplace stress is a health and safety issue, and acknowledge the importance of identifying and reducing workplace stressors.
5. Equip supervisors, management and staff support with knowledge and skills to promote positive mental health and assist employees who may be experiencing mental health difficulties.
6. Ensure that there shall be no discrimination in any form against employees who are at risk of developing or who are found to have a mental health condition through implementation of the company's non-discriminatory policies and practices.

Establishing a Committee to Develop, Manage and Monitor the Policy

We support the formation of a workplace mental health working group or committee which shall be led by Senior Management and with members from across levels.

The committee shall be provided with adequate training and shall be guided by the Human Resource department to enable them to carry out their role effectively.

Legal Responsibilities

Mental Health Policies And Procedures Manual Template

**Margaret M. Barry,Aleisha M.
Clarke,Inge Petersen,Rachel Jenkins**



Mental Health Policies And Procedures Manual Template:

Psychiatric-Mental Health Guidelines for Advanced Practice Nurses Brenda Marshall, Julie Bliss, Suzanne Drake, 2024-11-20 Delivers a breadth of content encompassing all aspects of psych mental health care along the provider continuum This unique clinical reference supports APRNs and PMH NPs as they strive to provide high quality evidence based care to patients with mental health issues and conditions Designed to support the ongoing needs and changing practice requirements of these nursing professionals this new text provides a comprehensive examination of best practice psychiatric methods ethical concerns patient assessment and management strategies These accessible guidelines for clinicians in a variety of settings bring together scientific skills backed by theory and professional knowledge along with helpful recommendations to bolster the clinician s psychiatric skills With an easy to navigate format the book encompasses five distinct sections covering general psychiatric nursing guidelines diagnostic specific procedures and patient treatment planning cultural and other considerations for special populations the administrative basics for establishing an APRN practice and additional topics related to mental health Reflecting expertise from authors versed in varied practice fields and numerous subspecialties the resource combines evidence based practice advanced research and practical humanistic approaches **Key Features** Provides comprehensive psychiatric mental health guidelines to advanced practice nurses in easy to access format Delivers step by step coverage of conducting psychiatric assessments and making referrals Covers polypharmacy differential diagnosis and patient education Includes coverage of special populations including LGBTQ homeless and indigent veterans and survivors of war and many others **Correctional Psychiatry** Richard Rosner, Ronnie B. Harmon, 1989-03-31 Federal Probation ,2004 *Global Mental Health* Vikram Patel, Harry Minas, Alex Cohen, Martin J. Prince, 2013-09-19 Global health is an area for study research and practice that places a priority on improving health and achieving equity in health for all people worldwide Global mental health is the application of these principles to the domain of mental ill health The most striking inequity is that concerning the disparities in provision of care and respect for human rights of people living with mental health problems MHP between rich and poor countries Low and middle income countries LMIC are home to over 80% of the global population but command less than 20% of the share of the mental health resources The consequent treatment gap is in itself a contravention of basic human rights Even where treatment is provided far too often this falls far below minimum acceptable standards Failure to provide basic necessities such as adequate nourishment clothing shelter comfort and privacy and the administration of unauthorized and unmonitored detention shackling and chaining are all well documented abuses described recently as a failure of humanity The emergence of the discipline of global mental health as one of the most dynamic fields of global health underscores the need for this textbook for students of the discipline Global mental health was cited by the NIMH Director in his 2012 year ending blog as one of the major advances in mental health in 2012 and by one of the most influential figures in psychiatry and anthropology Arthur Kleinman as the

exciting future of academic psychiatry Br J Psychiatry December 2012 The scope of the book is to cover two major aspects of the field its scientific foundations and its practice and opens with an original account charting the history of the field from antiquity to its most recent developments The language and content is geared towards a wide audience of practitioners and students of global mental health including those who do not have any previous training in a clinical mental health specialty This textbook edited by four of the field s most widely acknowledged champions with 20 chapters authored by over 30 global leaders of the field from diverse institutions and countries is aimed to be the definitive text of this dynamic new discipline

Administrative Leaders and School Counselors Lisa A. Wines, Judy A. Nelson, Natalie Fikac, 2023-09-26 This practice based text offers a roadmap to optimal collaboration for all school leaders including counselors superintendents principals and university faculty to provide the best mental health outcomes for students *Administrative Leaders and School Counselors* is a timely publication that creatively and cohesively authenticates the relationship between administrative leaders and school counselors In order to systemically promote mental health consciousness and considerations for school counselors as practitioners and in training collaboration among school leaders is essential for comprehensive school counseling programs practices funding partnerships and services designed for students The first to feature perspectives from a diverse set of leadership positions in schools the book provides individuals with exposure to educational leadership models and decisions that impact the roles of school counselors The book will appeal to faculty who are teaching and training those who are or will ultimately be working as professional school counselors counseling psychologists or educational leaders such as principals directors department chairs and superintendents *Resources in Education* ,1995 **Critical Issues in American**

Psychiatry and the Law Richard Rosner, 1982 *Pharmacological Treatment of College Students with Psychological Problems* Leighton Whitaker, Stewart Cooper, 2014-07-10 Get valuable insights into best practices and procedures for treatment Mental health practitioners across the country are increasingly treating students by combining the use of psychotropic medication with psychotherapy *Pharmacological Treatment of College Students with Psychological Problems* explores in detail this uncritically accepted exponential expansion of the practice Leading psychiatrists psychologists and social workers discuss the crucial questions and problems encountered in this widespread practice and also present specific and differing models of combined therapy This book critically examines several of the key issues practices and competing perspectives Professionals working in college mental health are provided with valuable insights into best practices and procedures in split and integrated treatment Various clinicians beyond the psychiatric field are prescribing psychotropic medications with increasing frequency *Pharmacological Treatment of College Students with Psychological Problems* presents a wide range of viewpoints on this issue offering evidence arguments and recommendations to clearly illustrate the need for increased attention to the use of psychotropic medications and show how psychotherapy may be safer and more beneficial Chapters include discussions on withdrawing from medication successfully long term perturbation effects and differing

models of combined therapy in practice This resource is comprehensively referenced Topics in Pharmacological Treatment of College Students with Psychological Problems include identification of the key issues and practices of combining psychotropic medication with counseling in treatment elements of two separate university counseling centers and how they provide combined treatment emerging research on perturbation effects of use of psychotropic medications best practices in the combined treatment in college settings key unresolved questions that need further research bringing a more sophisticated level in the practice of combined treatment with college students Pharmacological Treatment of College Students with Psychological Problems is a valuable resource for all professionals from seasoned professionals to beginning practicum students

Mental Health Systems Compared R. Paul Olson, 2006 The primary objective of this book is to provide comprehensive descriptions and make comparative evaluations of each of the mental health systems of four Western industrialized countries The countries selected illustrate a continuum from a highly centralized and publicly financed national health service in Great Britain to a predominantly decentralized and more privately financed market of mental health services in the United States In between these two contrasting types are examples of national health services and insurance programs in Norway and Canada Contributing experts from each country begin their chapters with an overview of the geographic demographic political economic and cultural contexts in which their mental health systems are situated Thereafter they a present national data to estimate the need for mental health services b describe national mental health policies and programs designed to meet their population s need c indicate how mental health services are organized and delivered and d discuss how their system is financed and provided resources A common chapter outline facilitates comparisons among all four systems on relevant evaluation criteria a access and equity b quality and efficacy c cost and efficiency d financing and fairness e protection and participation and f population relevance In the final section of each chapter the authors provide recommendations for improved performance of their mental health system In the initial chapter the editor provides an overview introduces the four countries selected and defines the evaluation criteria applied by all contributing authors The final two chapters address convergence and divergence among the four systems and provide recommendations for improvement and for future comparative studies The intended audience includes mental health policymakers program administrators and managers teachers of graduate level courses relat

Handbook of Autism and Pervasive Developmental Disorders, Assessment, Interventions, and Policy Fred R. Volkmar, Rhea Paul, Ami Klin, Donald J. Cohen, 2007-09-10 The second edition of the benchmark reference Since its first edition this handbook has become the most influential reference work in the field of autism and related conditions Now expanded to two volumes this comprehensive work provides a thorough review of these disorders drawing on findings and clinical experience from a number of related disciplines The Second Edition covers all current treatment models and is updated to include new methods for screening and assessment genetic components and school based interventions All chapters have been thoroughly updated two thirds of

chapters are entirely new to this edition VolumeTwo includes the newest most authoritative information available on assessment interventions and policy ramifications surrounding pervasive developmental disorders Principles and Practice of Forensic Psychiatry Richard Rosner,1994 Focusing on the needs of forensic psychiatrists this book shows how to apply clinical data to psychiatric legal criteria The contributors many of whom are among the most prominent members of the American Academy of Psychiatry and the Law specify areas of general agreement on forensictopics and describe major contending views on topics that lack consensus Areas covered include psychiatric disability determinations for social security workers compensation and ethical guidelines *Implementing Mental Health Promotion* Margaret M. Barry,Aleisha M. Clarke,Inge Petersen,Rachel Jenkins,2019-10-31 This book offers a comprehensive overview of current research policy and practice developments in promoting mental health and well being It offers guidance on developing and delivering mental health promotion interventions across a variety of settings internationally Chapters outline key mental health promotion concepts implementation processes and outcomes through empirical findings practical advice based on successful evidence based approaches and templates for action In addition chapters answer key how questions on practical implementation as well as the whys providing rationales for mental health promotion and identifying the key factors and underlying principles that make these interventions work The book includes examples of evidence based practice with 17 case studies of innovative interventions from different international settings These case studies illustrate the practical aspects of intervention development and delivery and the realities of implementing policies and programmes outside of controlled research conditions Topics featured in this book include Interventions that promote gender equality Community empowerment models of mental health promotion Mental health promotion in the home for children and parents Promoting social and emotional learning in schools Addressing stress and promoting mentally healthy workplaces Mental health promotion within primary health care Re orienting mental health services to mental health promotion for service users and caregivers *Implementing Mental Health Promotion Second Edition* is a must have resource for researchers clinicians and related professionals and policymakers as well as graduate students across such interrelated disciplines as health promotion public health child and school psychology social work clinical psychology child and adolescent psychiatry health psychology educational policy and practice school nursing occupational therapy school counseling and family studies Handbook of Evidence-Based Therapies for Children and Adolescents Ric G. Steele,T. David Elkin,Michael C. Roberts,2007-12-03 Growing numbers of young people some 10% to 20% of school age populations have mental health problems requiring intervention and current policy initiatives identify evidence based therapies as the most effective and relevant forms of treatment By reviewing evidence based treatments EBTs across a wide spectrum of conditions the *Handbook of Evidence Based Therapies for Children and Adolescents Bridging Science and Practice* closes the gaps between children s needs and services as well as those between research training and practice Several EBT options both proved and promising are offered for each covered disorder and are bolstered by case

examples tables and reference lists Features include chapters on implementation issues such as diversity family treatment assessment strategies and community settings and step by step guidance for the researcher looking to gather empirical support for therapies With comprehensive coverage provided by numerous leading experts in the field this volume covers the broadest range of disorders over the widest pediatric adolescent age range including Behavioral disorders ADHD aggression bullying Phobias panic disorders school refusal and anxiety Autism and pervasive developmental disorders Depression mood disorders and suicidal behavior Alcohol and drug abuse Eating disorders and obesity PTSD With its emphasis on flexibility and attention to emerging issues the Handbook of Evidence Based Therapies for Children and Adolescents is essential reading for anyone who works to address the mental health needs of children including clinical child school and counseling psychologists clinical social workers and child psychiatrists as well as advanced graduate level students in these and other related fields

Principles and Practice of Forensic Psychiatry, 2Ed Yasuhiro Monden, 2003-02-28 The second edition of this award winning textbook has been thoroughly revised and updated throughout Building on the success of the first edition the book continues to address the History and Practice of Forensic Psychiatry Legal Regulation of the Practice of Psychiatry Psychiatry in relation to Civil Law Criminal Law and Family Law Important Family Guide to Mental Illness and the Law Linda Tashbook, 2019 Family Guide to Mental Illness and the Law offers the nuts and bolts legal information and problem solving steps families need This accessible resource explains how common legal issues uniquely impact people with various forms of mental illness and what family members can do to help

Rita Cheminais' Handbook for New SENCOs Rita Cheminais, 2010-09-30 With downloadable electronic resources Are you a new or trainee SENCO Special Educational Needs Coordinator looking for guidance Do you have responsibility for your school's special educational needs SEN provision Leading and coordinating SEN provision within a whole school is a mammoth task and this book is your ultimate guide to getting it right By breaking down the detailed information into manageable chunks this book sets out the responsibilities of the SENCO and helps you make sure you are meeting the requirements of the SENCO Regulations It is an invaluable guide for those working with children and young people from Birth to 19 in any setting Chapters cover SEN disability and Every Child Matters ECM legislation and policy key elements of the National Award for SEN Coordination coordinating SEN provision planning and deploying the SEN budget working in partnership with young people parents and other professionals leading developing and supporting colleagues record keeping and information management provision mapping and management Visit www.sagepub.co.uk/ritacheminais for downloadable materials to support the chapters in this book which include templates activities a PowerPoint presentation staff surveys and training plans Suitable for new SENCOs and anyone responsible for SEN provision in their setting this handbook will also be of interest to everyone involved with delivering the national SENCO training

Critical Care Manual of Clinical Procedures and Competencies Jane Mallett, John Albarran, Annette Richardson, 2013-07-22 This manual is aimed at all healthcare practitioners from novice to expert who care

for the critically ill patient recognising that different disciplines contribute to the provision of effective care and that essential knowledge and skills are shared by all practitioners It provides evidence based guidelines on core critical care procedures and includes a comprehensive competency framework and specific competencies to enable practitioners to assess their abilities and expertise Each chapter provides a comprehensive overview beginning with basic principles and progressing to more complex ideas to support practitioners to develop their knowledge skills and competencies in critical care

Occupational Health Services Tee L. Guidotti, 2013 Workers and their families employers and society as a whole benefit when providers deliver the best quality of care to injured workers and when they know how to provide effective services for both prevention and fitness for duty and understand why instead of just following regulations Designed for professionals who deliver manage and hold oversight responsibility for occupational health in an organization or in the community Occupational Health Services guides the busy practitioner and clinic manager in setting up running and improving healthcare services for the prevention diagnosis treatment and occupational management of work related health issues The text covers an overview of occupational health care in the US and Canada how it is organized who pays for what how it is regulated and how workers compensation works how occupational health services are managed in practice whether within a company as a global network in a hospital or medical group practice as a free standing clinic or following other models management of core services including recordkeeping marketing service delivery options staff recruitment and evaluation and program evaluation depth and detail on specific services including clinical service delivery for injured workers periodic health surveillance impairment assessment fitness for duty alcohol and drug testing employee assistance mental health health promotion emergency management global health management and medico legal services This highly focused and relevant combined handbook and textbook is aimed at improving the provision of care and health protection for workers and will be of use to both managers and health practitioners from a range of backgrounds including but not limited to medicine nursing health services administration and physical therapy

Policing Encounters with Vulnerability Nicole L. Asquith, Isabelle Bartkowiak-Théron, Karl A Roberts, 2017-05-05 This edited collection brings together scholars and practitioners to consider the ways in which policing organisations approach vulnerability and the strategies they develop to reduce victims offenders and police officers susceptibility to increased harm Based on their work with policing services the public criminologists and critical policing scholars collected together in this edited volume consider vulnerability in terms of people processes and institutional practices While more attention is being paid to some experiences of vulnerability particularly at the later stages of the criminal justice process this collection will be the first to focus on the specific issues faced by policing services as the front end of criminal justice The case studies of vulnerability in each chapter offer the reader new insights into the operational concerns in working with vulnerable people including vulnerable police officers This collection is ideally suited for scholars of applied criminal justice studies including policing studies police recruits and

officers in training and policing practitioners such as policy and program development officers **Advancing**

Psychotherapy for the Next Generation Linda L. Michaels, Tom Wooldridge, Nancy Burke, Janice R. Muhr, 2023-03-24 This book brings together a global community of mental health professionals to offer an impassioned defence of relationship based depth psychotherapy Expressing ideas that are integral to the mission of the Psychotherapy Action Network PsiAN the authors demonstrate a shared vision of a world where this therapy is accessible to all communities They also articulate the difficulties created by the current mental health diagnostic system and differing conceptualizations of mental distress the shortsightedness of evidence based care and research and the depreciation of depth therapy by many stakeholders The authors thoughtfully elucidate the crucial importance of therapies of depth insight and relationship in the repertoire of mental health treatment and speak to the implications of PsiAN s mission both now and in the future With a distinguished international group of authors and a clear focus on determining a future direction for psychotherapy this book is essential reading for all psychotherapists

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