

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

J. Gayle Beck, Denise M. Sloan



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 **Canadian Social Policy** Anne Westhues, 2006 What are the major issues confronting social policy makers today What theoretical perspectives shape our thinking about the causes of social problems and how we should respond What can we do to influence decision makers about which policy choice to make In this completely revised and updated edition of Canadian Social Policy a new generation of social policy analysts discusses these important questions Readers who are interested in discovering the current policy debates and who want to understand the policy making process at various levels of government as well as how they can influence the process and assess whether policies are working will find this book invaluable Federal Probation, 2003 *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 *Critical Issues in American Psychiatry and the Law* Richard Rosner,1982 Culture and Well-Being Alberto Corsin Jimenez,2007-11-20 The concept of well being has emerged as a key category of social and political thought especially in the fields of moral and political philosophy development studies and economics This book takes a critical look at the notion of well being by examining what well being means or could mean to people living in a number of different regions including Sudan Nepal Papua New Guinea India Sierra Leone and the UK The contributors take issue with some of the assumptions behind Western concepts of well being They explore what characterises a good life and how this idea has been affected by globalisation and neoliberalism The book makes a major contribution to social theory by presenting new analytical models that make sense of the changing shapes of people s life and ethical values

Transformative Social Work Practice Erik M.P. Schott,Eugenia L. Weiss,2015-08-24 Transformative Social Work Practice presents an innovative and integrative approach towards critically reflective practice with an interweaving of micro mezzo and macro applications to real world demands Authors Erik Schott and Eugenia L Weiss explore issues commonly addressed by social workers including health mental health addictions schools and family and community violence while challenging assumptions and promoting ethically driven evidence based practice perspectives to advocate for social justice and reduce disparities The book is about redefining social work practice to meet the current and complex needs of diverse and vulnerable individuals families and communities in order to enhance their strengths in an era of unprecedented technological growth globalization and change Medicaid Handbook: Interface with Behavioral Health Services U.S. Department of Health and Human Services,2019-11-23 This handbook is intended to provide the reader with a basic understanding of the Medicaid program There is a specific emphasis on the interplay between Medicaid principles and behavioral health services The goal is for the reader to navigate his or her state Medicaid program so that he or she can contribute meaningfully to policy conversations related to provision of behavioral health services to individuals who are eligible for Medicaid Throughout this document the term behavioral health encompasses both mental and substance use disorders When a mental or substance use disorder is addressed singularly the reference will be only to that disorder Because each state s Medicaid program is different from all others and because Medicaid laws and policies are ever changing this handbook cannot contemplate every permutation of program construction *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

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 *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 *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 **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 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 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 studentsin these and other related fields

Introduction to Clinical Mental Health Counseling Joshua C. Watson,Michael K. Schmit,2019-01-23 Introduction to Clinical Mental Health Counseling presents a broad overview of the field of clinical mental health and provides students with the knowledge and skills to successfully put theory into practice in real world settings Drawing from their experience as clinicians authors Joshua C Watson and Michael K Schmit cover the foundations of clinical mental health counseling along with current issues trends and population specific considerations The text introduces students to emerging paradigms in the field such as mindfulness behavioral medicine neuroscience recovery oriented care provider care person centered treatment

planning and holistic wellness while emphasizing the importance of selecting evidence based practices appropriate for specific clients issues and settings Aligned with 2016 CACREP Standards and offering practical activities and case examples the text will prepare future counselors for the realities of clinical practice

The Oxford Handbook of Traumatic Stress Disorders J. Gayle Beck,Denise M. Sloan,2022 In the second edition of this handbook experts on traumatic stress have contributed chapters on topics spanning classification epidemiology and special populations theory assessment prevention early intervention treatment and dissemination and treatment This expanded updated volume contains 39 chapters which provide research updates along with highlighting areas that need continued clarification through additional research The handbook provides a valuable resource for clinicians and investigators with interest in traumatic stress disorders

Helping Soldiers Heal Jayakanth Srinivasan,Christopher Ivany,2021-12-15 Helping Soldiers Heal tells the story of the US Army s transformation from a disparate collection of poorly standardized largely disconnected clinics into one of the nation s leading mental health care systems It is a step by step guidebook for military and civilian health care systems alike Jayakanth Srinivasan and Christopher Ivany provide a unique insider outsider perspective as key participants in the process sharing how they confronted the challenges firsthand and helped craft and guide the unfolding change The Army s system was being overwhelmed with mental health problems among soldiers and their family members impeding combat readiness The key to the transformation was to apply the tenets of learning health care systems Building a learning health care system is hard building a learning mental health care system is even harder As Helping Soldiers Heal recounts the Army overcame the barriers to success and its experience is full of lessons for any health care system seeking to transform

Resources in Education ,2001 *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

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