UN System Workplace Mental Health & Well-being Strategy
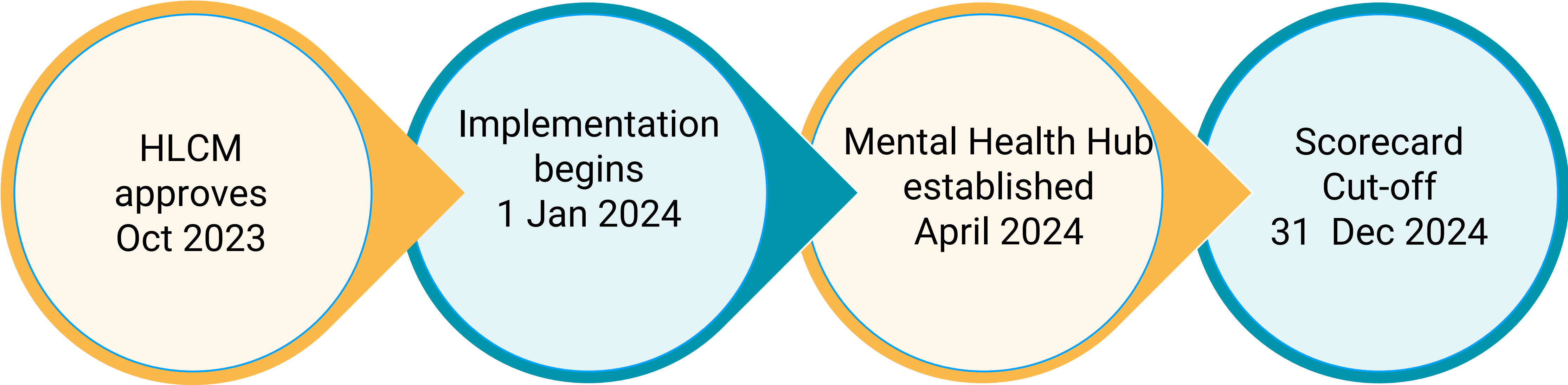
**FICSA
February 2024**

2024 and beyond Strategy: 2023-2024 milestones

HLCM approves Oct 2023

Implementation begins 1 Jan 2024

Mental Health Hub established April 2024

Scorecard Cut-off 31 Dec 2024

2024 and beyond Strategy: Elements

 Strategy document

 Implementation Guide

 Scorecard
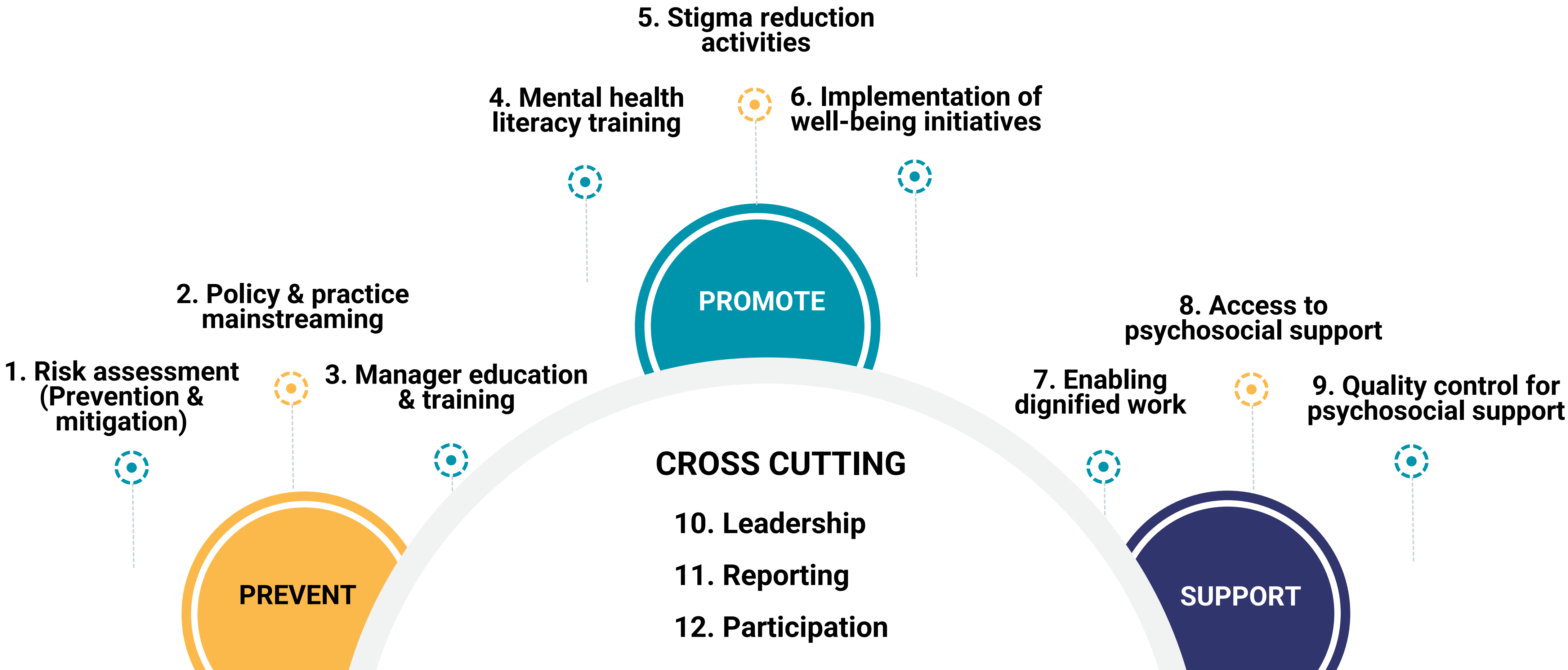
 Toolkit for each of the indicators

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2024 and beyond Strategy: Essentials for effective implementation

1. Everyone has a role to play

2. It is not one-size-fits-all

3. System-wide coordination and support

4. Mainstreaming mental health and well-being

5. Leadership support is crucial

6. The role of managers is pivotal

7. Data-informed decision-making

8. Change is possible

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Implementation: Key Indicators

5. Stigma reduction activities

4. Mental health literacy training

6. Implementation of well-being initiatives

2. Policy & practice mainstreaming

PROMOTE

8. Access to psychosocial support

1. Risk assessment (Prevention & mitigation)

3. Manager education & training

7. Enabling dignified work

9. Quality control for psychosocial support

CROSS CUTTING

10. Leadership

11. Reporting

12. Participation

PREVENT

SUPPORT

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5

2024 and beyond Strategy:
PROMOTE Indicator 3: Manager Education and Training

Approaches Requirements	Meets Requirements	Exceeds Requirements
Training* for new Managers on workplace mental health and wellbeing is **included in induction**	Training* for new Managers on workplace mental health and wellbeing is **included in induction**	Training* for new Managers on workplace mental health and wellbeing is **included in induction**
	Training* for all Managers on workplace mental health and wellbeing is **integrated** into managers development and learning initiatives	Training* for all Managers on workplace mental health and wellbeing is **integrated** into managers development and learning initiatives
	Managers have access to **coaching and guidance** related to mental health and well-being in the workplace	Managers have access to **coaching and guidance** related to mental health and well-being in the workplace
		Manager education and training initiatives are **evaluated,** and results are integrated to ensure continuous improvement

* Modify Lead & Learn (or similar courses) to organizational needs

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2024 and beyond Strategy: Priorities for 2024

- **Governance and resourcing**

- **Communication**

- **Leaders and Managers training**

- **Psycho-social risk assessment**

- **Leadership**

- **Return to work/reasonable accommodation**

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MENTAL HEALTH MATTERS:
A HEALTHY WORKFORCE
FOR A BETTER WORLD

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