WISE IDEA | Best practice in mental health and employment

Key2Work:

Effective workplace support solutions

Supporting employers to assist employees with mental health conditions to be successful at work

Are you concerned an employee may be struggling at work due to a mental health condition? With one in five Australians experiencing mental health conditions it's likely mental health is already affecting your workplace.

Key2Work helps employers:

- identify early warning signs of mental health issues at work
- respond promptly and confidently to support the employee
- strengthen workplace wellbeing and effectiveness

What is Key2Work?

Key2Work is an evidence-based program delivered by WISE IDEA occupational therapists. **Key2Work** assesses how impaired mental health may affect a person's ability to work and identifies practical strategies to support them and their employer.

Our experts work collaboratively with the employer and employees to:

- determine whether a mental health and work assessment would be beneficial
- conduct a 1:1 assessment using evidence-based approaches and tools
- provide clear, tailored recommendations to support the employee at work
- support the implementation of these recommendations, including advice and practical support such as workplace adjustments
- refer an employee for specific support if a particular need has been identified, e.g. concentration, or 'reading the room'

Our focus is on effective, practical, and achievable solutions that support the employee, the employer and the business.

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Access to funding

Eligible employees can access funding through the JobAccess Employment Assistance Fund (EAF). The EAF can help pay for changes at work, equipment, or expert services. This support helps employees with mental health challenges do their job well. Funding amounts depend on the type of support needed.
The WISE IDEA team can help you understand eligibility and guide you through the application process.

Is Key2Work right for your business?

Your business could benefit from **Key2Work** if:

- You're concerned an employee may be struggling at work due to a mental health condition. You might have noticed changes in behaviour, productivity, engagement or wellbeing
- You want to proactively support staff and create a mentally healthy workplace.

Why supporting employees matters

Keeping a valued employee in their role benefits everyone. Employees benefit from stability, purpose and improved wellbeing, while businesses avoid the time and cost of recruitment, onboarding and training new staff. Supporting your team also strengthens workplace culture, morale, and your reputation as a supportive employer.

Additionally, recent changes to Australian workplace health and safety legislation increases employers' obligations to identify, manage and minimise mental health risks at work.

Key2Work's effective workplace solutions complement the employer's workplace health and safety obligations in a changing legislative environment.

Why WISE IDEA?

WISE IDEA's team of occupational therapists have deep expertise in providing workplace mental health and employment support.

Get in touch

If you'd like to discuss how **Key2Work** could support your team, we're here to help.

For a free and confidential discussion, contact the WISE IDEA team today:

Please call **0409 945 492** or email **WISEIDEA@wiseemployment.com.au**

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