

## The mental health policy for workplaces

### 1. Guidelines for improvement of preservation of worker's mental health (Established in March, 2006)

The guidelines show following contents as implementation plans of mental health care for worker in principle that entrepreneur should lecture in workplaces.

- 1 Deliberation of implementation in the Health Committee
- 2 Formulation of plans to create mental health
- 3 Promotion of 4 mental health cares
  - (1) Self care
  - (2) Care by management supervisors
  - (3) Care by industrial health staff of workplaces
  - (4) Care by resources outside workplaces
- 4 Public procedure of the mental health care
  - (1) Educational training and presentation of information
  - (2) Understanding and improving working environments
  - (3) Detection and response of mental health disorders
  - (4) Support a return-to-work
- 5 Consideration to protection of personal information
- 6 Matters of concerns on effort in small sized workplaces

※ Resources outside workplaces: This refers to organizations and experts that support mental health care outside workplaces

### 2. Support measures of our country for promotion of mental health countermeasures in workplaces

- (1) Publicity of methods of concrete efforts for mental health countermeasures
- (2) Receipt of consultant in the center for the promotion of mental health established in 47 prefectures and support for each workplace
- (3) Implementation of training for industrial health staff and others such as industrial doctors and health managers

#### 【The mental health support center (established in 47 prefectures)】

##### 1. Purpose of establishment

- Prevention and early detection of mental health disorders as the center organization in order to promote mental health countermeasures in regional workplaces
  - To support mental health countermeasures, from early reactions down to return- to-work support, in workplaces

##### 2. Contents of enterprises

- Publicity of mental health countermeasures in workplaces and presentation of information
- Consultant measures on mental health countermeasures and return-to-work support
- Support to efforts of mental health in workplaces
- Introduction of consultant organization for mental health care and that of resources outside workplaces from support organizations
- Formulation of networks with related administrative organizations

※ Information of the mental health support center can be acquired from the website mentioned right below (in Japanese).  
<http://www.rofuku.go.jp/sanpo/eap/index.html>