

## Detailed Information 2 The mental health policy for workplaces

### I. Institutional framework

#### 1. Measures under the industrial safety and health related laws and regulations

- (1) To conduct mental health checkups by a doctor at the time of face-to-face guidance for employees under a long-time labour
- (2) To concerning formulation of mental health measures in the health committee, etc.

#### 2. Measures to be taken by employers

- (1) Formulation of the “Guidelines for Maintaining and Improving Worker’s mental health of workers” (public notice on March, 2006).

The guidelines show the following points as health care principle implementation methods to be taken by employers

- 1 Deliberation in the Health Committee
- 2 Formulation of plans to create mental health
- 3 Promotion of four 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 Concrete procedure of the mental health care
  - (1) Educational training and provision of information
  - (2) Grasp and improvement on working environments on them
  - (3) Detection and respondent of mental health disorders to them
  - (4) Support a return-to-work
- 5 Consideration to protection of personal information
- 6 Consideration on effort in small sized workplaces

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

- (2) Formulation of the “Prevention and countermeasures for suicides in workplaces” (The Suicide Prevention Manual) (revised on September, 2008)
- (3) Formulation of “Guide for vocational rehabilitation support for workers on administrative leave due to mental problem” (revised on March, 2009)

#### 3. Guidance by Labour Bureaus and Labour Standards Offices in prefectures

Measures to be taken by employers

### II The government’s support for promotion of mental health measures in work places

#### 1 Comprehensive support

- (1) Establishment and operation of the Mental Health control Support Center

Implementation of total support for mental discomfort prevention, early detection, appropriate countermeasures and reinstatement

- ① Implementation of the general counseling from prevention to reinstatement
- ② Implementation of specialist’s visit to individual workplace, etc.

#### 2 Information provision

Establishment of a mental health portal site, the “ears in heart” (October, FY2009) <http://kokoro.mhlw.go.jp/>)

Providing general information regarding mental health measures in workplaces

#### 3 Other

- (1) Conduct of training in occupational health for psychiatrists, etc.
- (2) Conduct of training in mental health for staff in charge of occupational health
- (3) Provision of counseling for employees and their families at the Regional Occupational Healthcare Center located in about 350 places in Japan
- (4) “Telephone Counseling of the Heart for Workers” at the Rousai Hospital located in 19 places in Japan