

Annex II

Indicators and scorecard

Prevent

Indicator 1: risk assessment

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
Current risk assessment activities include a psychosocial section	Current risk assessment activities include a psychosocial section	Current risk assessment activities include a psychosocial section
A review of psychosocial risks* has been undertaken*	A review of psychosocial risks* has been undertaken*	A review of psychosocial risks* has been undertaken*
	A psychosocial risk assessment mitigation action plan has been created and implemented**	A psychosocial risk assessment mitigation action plan has been created and implemented**
		Review and improvement process in place for psychosocial risk mitigation
		Evaluation of risk mitigation strategies included in managers' performance appraisals

Prevent

Indicator 2: policy and practice mainstreaming

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
Mental health and well-being review of existing policies* and practices related to people management across the employee lifespan**	Mental health and well-being review of existing policies* and practices related to people management across the employee lifespan**	Mental health and well-being review of existing policies* and practices related to people management across the employee lifespan**
	Based on the mental health and well-being review, policies flagged as related to people management are edited or authored to ensure inclusion of mental health and well-being considerations	Based on the mental health and well-being review, policies flagged as related to people management are edited or authored to ensure inclusion of mental health and well-being considerations

* Examples may include the areas of pre- and post-deployment, recruitment, workload management, workforce planning, flexible working arrangements, work-life harmony, return to work, sick leave policy, reasonable accommodation, policy on mobility, prevention of harassment, occupational health and safety, performance management, values and behaviour framework, people/human resources strategy, diversity, equity and inclusion, disability, lesbian, gay, bisexual, transgender and intersex persons, and staff safety and security.

** Recruitment, onboarding, reassignment and retirement/termination.

Promote

Indicator 3: manager education and training

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
Training* for new managers on workplace mental health and well-being is included in induction	Training* for new managers on workplace mental health and well-being is included in induction	Training* for new managers on workplace mental health and well-being is included in induction
	Training* for all managers on workplace mental health and well-being is integrated into managers' development and learning initiatives	Training* for all managers on workplace mental health and well-being 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

Promote

Indicator 4: stigma reduction activities

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>Data are gathered to understand stigma within the organization</p>	<p>Data are gathered to understand stigma within the organization</p>	<p>Data are gathered to understand stigma within the organization</p>
<p>An interdisciplinary stigma working group is established to agree on appropriate evidence-based actions</p>	<p>An interdisciplinary stigma working group is established to agree on appropriate evidence-based actions</p>	<p>An interdisciplinary stigma working group is established to agree on appropriate evidence-based actions</p>
	<p>Stigma reduction interventions, informed by evidence-based research and persons with lived experience, are enacted</p>	<p>Stigma reduction interventions, informed by evidence-based research and persons with lived experience, are enacted</p>
		<p>A stigma reduction campaign is mainstreamed, and data are collected to measure impact</p>

Promote

Indicator 5: mental health literacy

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
Mental health literacy training is included in onboarding learning programmes	Mental health literacy training is included in onboarding learning programmes	Mental health literacy training is included in onboarding learning programmes
	Mental health literacy training is available to all existing personnel in learning programmes	Mental health literacy training is available to all existing personnel in learning programmes
		Targeted training , such as suicide prevention, for specific roles (e.g. human resources, security and front-line workers) is provided

Promote

Indicator 6: implementation of well-being initiatives

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
A process for implementing evidence-informed well-being activities is developed (e.g. interdisciplinary well-being* working group)	A process for implementing evidence-informed well-being activities is developed (e.g. interdisciplinary well-being* working group)	A process for implementing evidence-informed well-being activities is developed (e.g. interdisciplinary well-being* working group)
	Personnel can gain access to evidence-informed training programmes and well-being tools online	Staff can gain access to evidence-informed training programmes and well-being tools online
	Well-being initiatives are accessible organization-wide	Well-being initiatives are accessible organization-wide
		Well-being initiatives are monitored for uptake and utility and are assessed regularly

* Well-being topics may include but are not limited to stress management, sleep hygiene, mindfulness, yoga and healthy eating.

Support

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
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Ad hoc implementation of reasonable accommodation and return to work

Ad hoc implementation of reasonable accommodation



Support

Indicator 8: access to psychosocial support

APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
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Information available to all personnel on support services (in-house and external)

Information available to all



Support

Indicator 9: quality control for psychosocial support

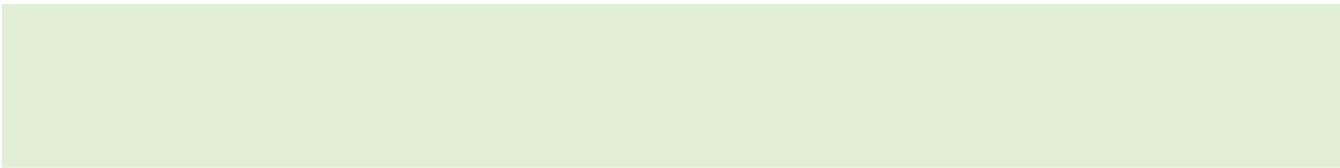
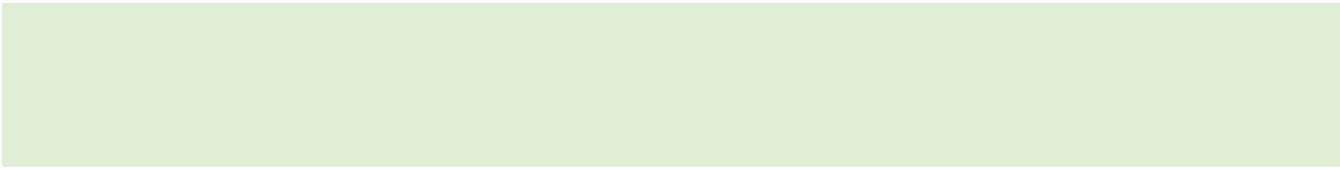
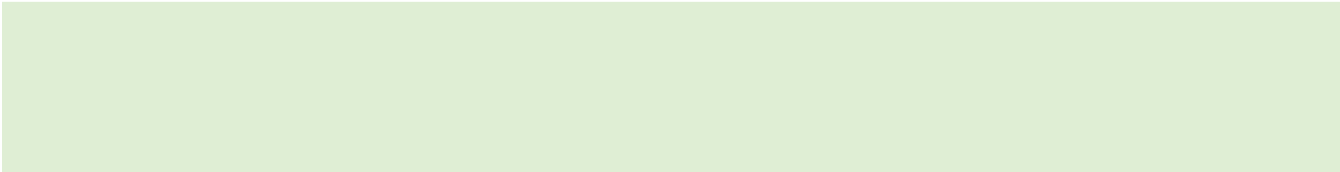
APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
<p>Complete mapping of currently available psychosocial services (in-house and external)</p>	<p>Complete mapping of currently available psychosocial services (in-house and external)</p>	<p>Complete mapping of currently available psychosocial services (in-house and external)</p>
<p>Establishment of lead for psychosocial support with responsibility for oversight of the psychosocial programme</p>	<p>Establishment of lead for psychosocial support with responsibility for oversight of the psychosocial programme</p>	<p>Establishment of lead for psychosocial support with responsibility for oversight of the psychosocial programme</p>
<p>Provide clinical supervision to staff counsellors</p>	<p>Provide clinical supervision to staff counsellors</p>	<p>Provide clinical supervision to staff counsellors</p>
	<p>Support within 72 hours, regardless of duty station</p>	<p>Support within 72 hours, regardless of duty station</p>
	<p>Ensure that providers are licensed/ accredited and that those who are not have a plan in place to achieve in accordance with United Nations Staff/Stress Counsellors Special Interest Group guidelines</p>	<p>Ensure that providers are licensed/ accredited and that those who are not have a plan in place to achieve in accordance with United Nations Staff/Stress Counsellors Special Interest Group guidelines</p>
		<p>Ensure that a feedback mechanism exists for client input and review</p>
		<p>A minimum of 20 hours per year for continuing education is available</p>

Cross-cutting

Indicator 10: leadership

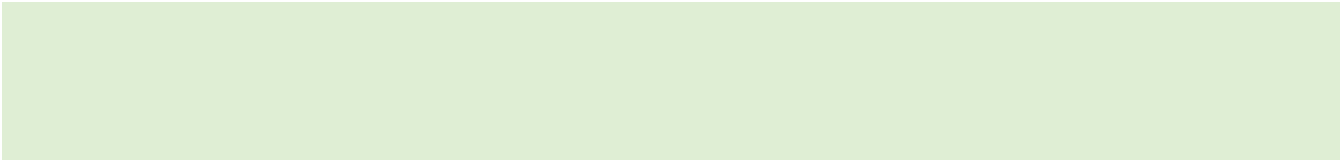
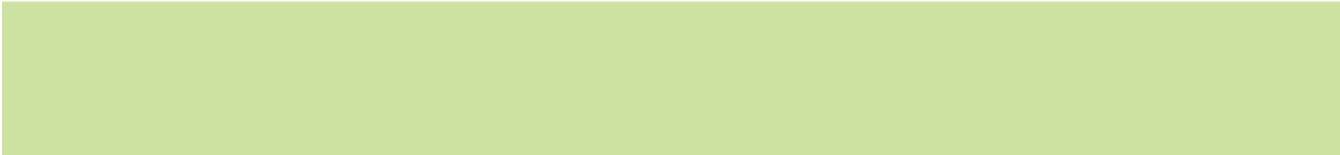
APPROACHES REQUIREMENTS	MEETS REQUIREMENTS	EXCEEDS REQUIREMENTS
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Leadership focal point is assigned



Cross-cutting

Indicator 11: reporting



Cross-cutting

Indicator 12: participation