



Mental Health Services
Oversight & Accountability Commission

Working Well

Supporting Mental Health at Work in California

January 2023

Mission Statement

The Commission works through partnerships to catalyze transformational changes across service systems so that everyone who needs mental health care has access to and receives effective and culturally competent care.

The logo for the Mental Health Services Oversight & Accountability Commission (MHSOAC). It features the acronym 'MHSOAC' in a bold, white, sans-serif font. A white horizontal line runs through the middle of the letters 'O' and 'A'.

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Senate Bill 1113

Senate Bill 1113 (Monning) directed the Mental Health Services Oversight and Accountability Commission to establish a framework and voluntary standard for mental health in the workplace to:

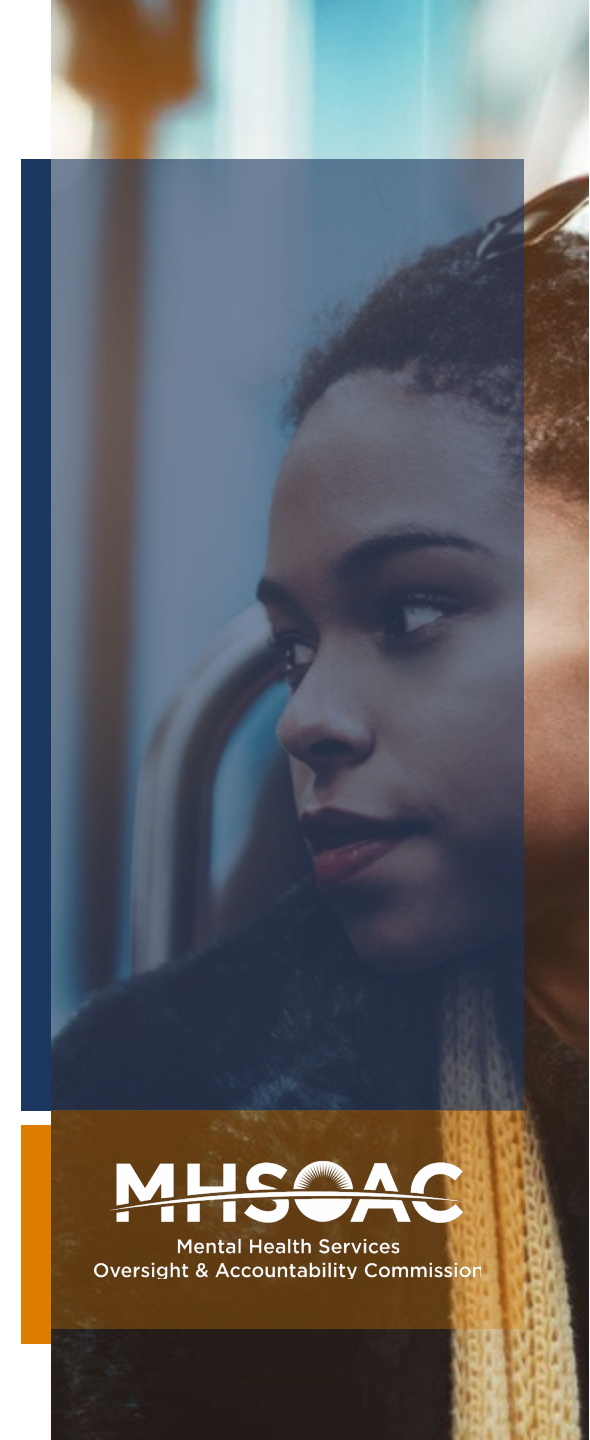
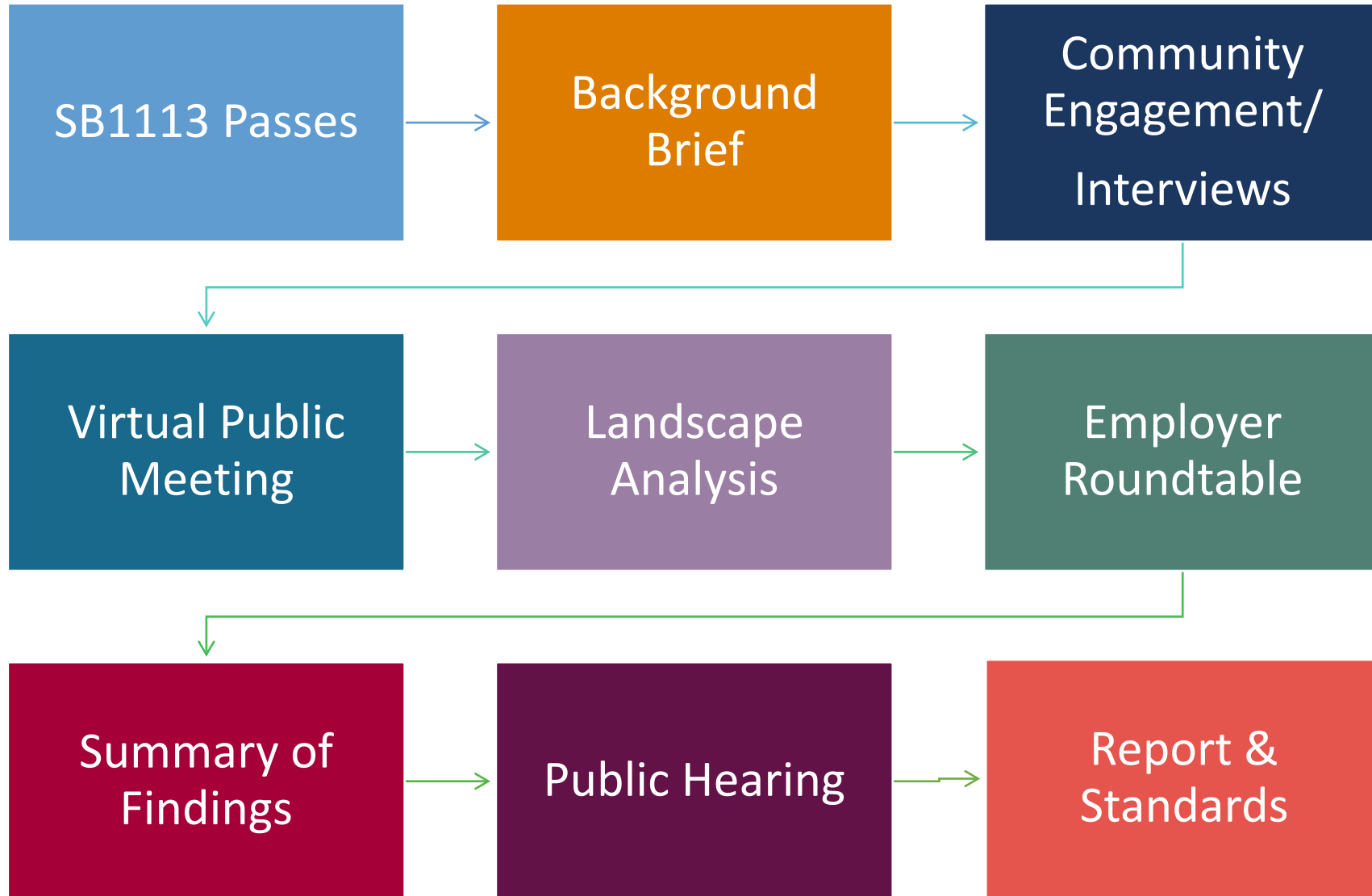
- Reduce mental health stigma
- Increase public, employee, and employer awareness of the significance of mental health
- Create avenues to treatment, support, and recovery.

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The Workplace Mental Health Project



Finding and Recommendation 1

The workplace is a strategic setting to promote the mental health and well-being of working-age adults and their dependents through stigma reduction, improved awareness of mental health needs, and better access to care.



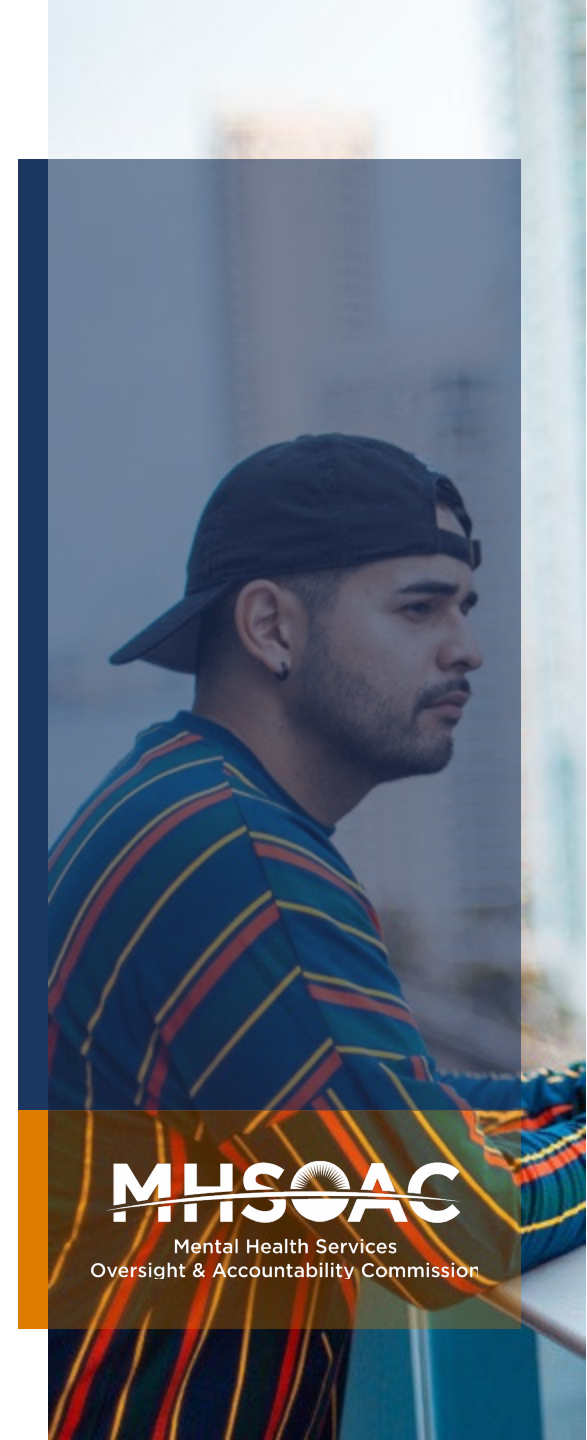
In partnership with the private sector, the Governor and Legislature should launch a **Center of Excellence on Workplace Mental Health** that can fully leverage the capacity of employers to address stigma, improve mental health literacy, and ensure access to comprehensive mental health care.

Finding and Recommendation 2

California can improve access to mental health care for working adults and their family members by leveraging employer-sponsored mental health coverage to promote access to high-quality, outcome-driven care.



The State should work with large health-care purchasers, beginning with CalPERS, to leverage the purchasing power of public sector employers toward improved access to care, quality of care, and comprehensive coverage.

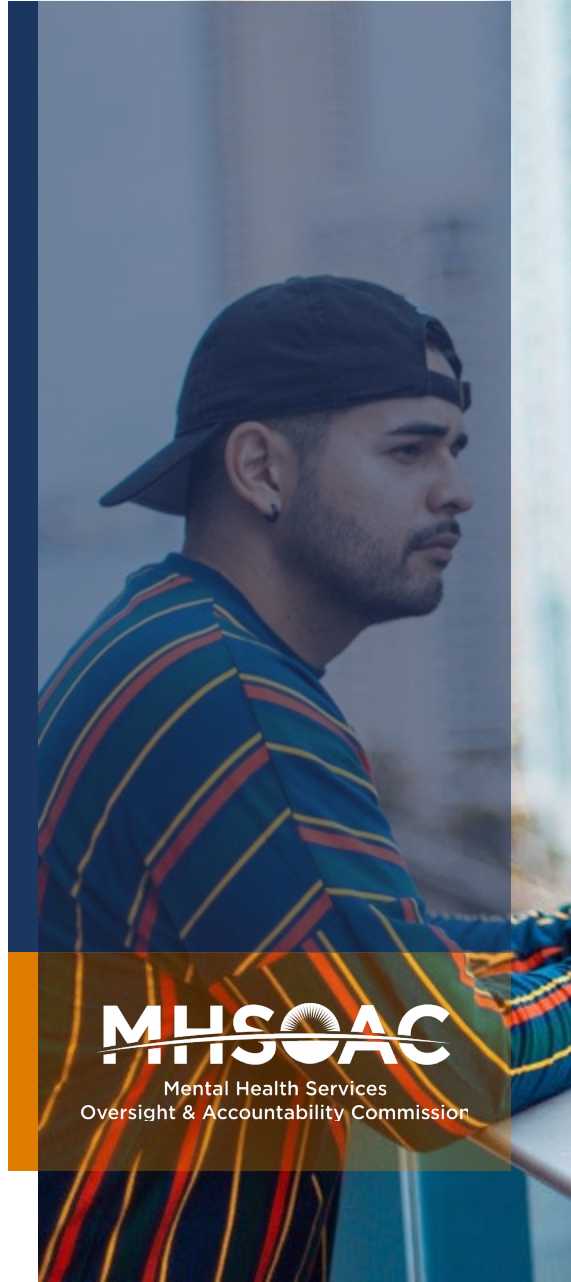


Finding and Recommendation 3

California lacks adequate data about workplace mental health, including information about mental health status, work-related mental health risk factors, workplace intervention strategies, insurance coverage, and access to services.



A new state Center of Excellence – called for above – should establish and implement a research agenda to identify workplace mental health indicators and measure and monitor progress on workplace mental health practices and policy.



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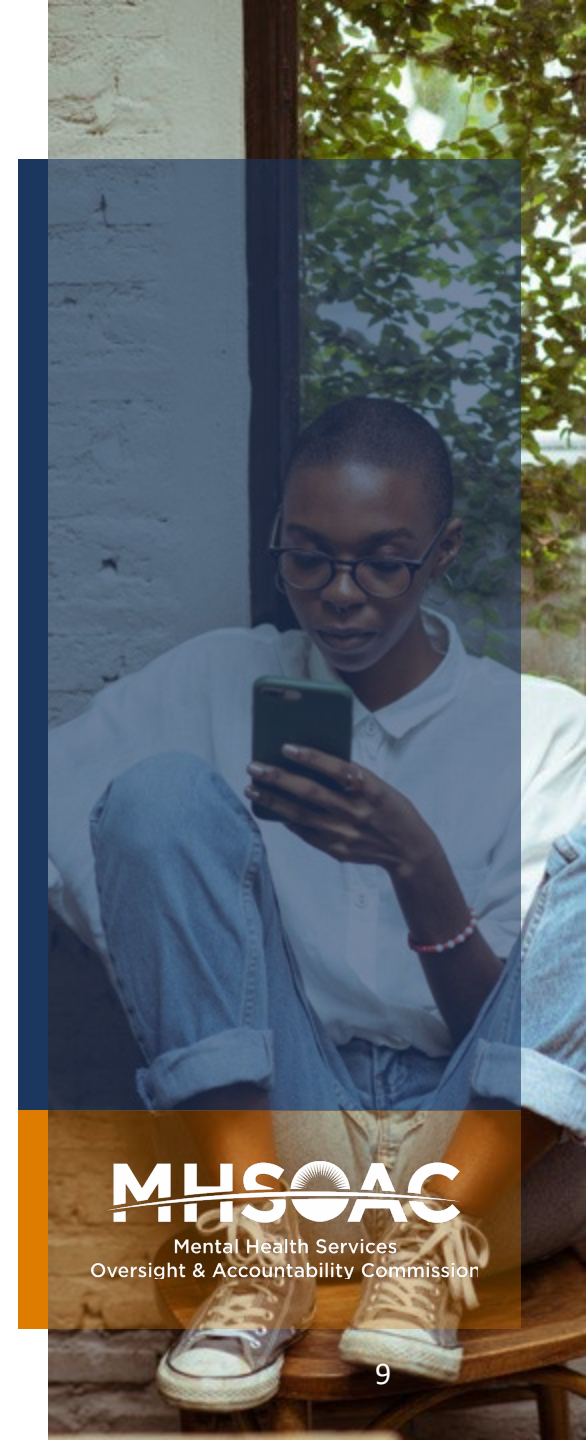
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WORKPLACE MENTAL HEALTH FRAMEWORK



Standards for Mental Health in the Workplace

- 1. Leadership and Organizational Commitment:** Workplace mental health initiatives are driven by senior leaders and supported by organizational resources.
- 2. Positive Workplace Culture and Climate:** Practices that promote well-being and prioritize mental health are embedded into everyday aspects of the work culture.



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Standards for Mental Health in the Workplace

- 3. Access to Services:** Employees have access to mental health supports and care and know how to navigate these services.
- 4. Crisis Preparation, Response, and Recovery:** Organizations are prepared to respond to workplace crises and support employees in high-need circumstances.
- 5. Measurement, Evaluation, and Continuous Quality Improvement:** Organizations measure, track progress, and make changes based on performance metrics related to workplace mental health.



Thank You

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