

## 2021-2025 MENTAL HEALTH AND WELLBEING PLAN

### **Recommendation 1**

The Law Society continues to facilitate the implementation of programmes and initiatives for the mental health and wellbeing of its members and liaise with stakeholders and service providers in the area of mental health and wellbeing.

### **Recommendation 2**

The Mental Health and Wellbeing Committee continues to monitor and report to the Society on these programmes and initiatives in accordance with the Committee's Terms of Reference.

### **Recommendation 3**

The Law Society continues to appoint an employee assistance provider for members and staff to deliver mental health and wellbeing initiatives, counselling and crisis support. The Law Society continues to fund three free counselling sessions for Law Society members and staff.

The Law Society undertakes a survey of members to ascertain why the service is underutilised and whether any changes can be made to increase usage of the service.

### **Recommendation 4**

Where appropriate, all mental health and wellbeing related seminars should be promoted to the legal profession, with complimentary or special reduced pricing being applied for law students and graduates.

### **Recommendation 5**

The Law Society continues to advertise and promote the Practitioners Advice Referral Service and Senior Advisors Panel.

### **Recommendation 6**

The Law Society continues to fund an employee relations advice line.

### **Recommendation 7**

Subject to continuing sponsorship, the mentoring programmes for both junior lawyers (less than 5 years' experience) and Indigenous law students be continued.

### **Recommendation 8**

The Law Society and Law Mutual continue to run Continuing Professional Development seminars on Mental Health Issues. These sessions seminars should include sessions on the complaints process by representatives from the Legal Practice Board and Legal Profession Complaints Committee. And

The Law Society will consult with Law Mutual to consider the possibility of including risk issues that arise due to unaddressed mental health issues as part of the Risk Management training for Law Mutual Insureds.

### **Recommendation 9**

The Quality Practice Standard and Mental Health and Wellbeing committees to consider making information brochures available to QPS accredited firms in their induction material for ongoing staff reference. Raise with the Legal Board of Western Australia whether Mental Health issues can also be addressed in the Practice Management course.

### **Recommendation 10**

The Brief Editorial Committee continues to publish articles on mental health and wellbeing and publish a feature on mental health and wellbeing in the edition published closest to the date in which Mental Health Week is held.

### **Recommendation 11**

The Law Society to continue advertising and promoting the Locum Register initiative on a periodic basis.

### **Recommendation 12**

The Law Society's Executive, at its meetings with the heads of jurisdiction, continues to raise the issue of bullying in all forms.

### **Recommendation 13**

Subject to budget, the Law Society commissions a survey into Mental health and wellbeing in the profession prior to the next review of this report to inform any future recommendations.

### **Recommendation 14**

The Law Society obtains a proposal from its LawCare EAP provider to include as part of their services access to a qualified mental health first aid officer to support staff, Council and Committee members of the Society and to provide regular CPD Seminars to the profession.

### **Recommendation 15**

The Mental Health and Wellbeing Committee undertakes a review of these recommendations in 2025 to determine the relevance and effectiveness of implemented strategies.