

MENTAL HEALTH

Wellness Recovery Action Plan (WRAP) template

This Wellness Recovery Action Plan (WRAP) is used to support employees returning to work after a period of mental health related sickness absence e.g. stress, anxiety, depression.

This WRAP template is designed to identify an employee's specific needs if they have, or are recovering from, a mental health condition. By using this you can make reasonable adjustments to enable them to remain productive in the workplace for longer.

WHO CAN USE THE WRAP?

Managers may introduce the WRAP template to an employee to facilitate a discussion about:

- Their specific needs and any barriers they anticipate facing on returning to work.
- The impact their specific needs might have on the team they work in.
- How their specific needs might be met/what reasonable adjustments might be made.

Example barriers and triggers can include:

- Working environment – positioning in office/the space available
- How/what to share with colleagues (about their mental health/reasonable adjustment needs).

WRAP TEMPLATE

In your own words, how does your mental health/impairment/disability or condition affect you?
How might the symptoms impact on your work?

Can you describe in your own words any triggers and early warning signs that we might notice in the workplace?

What support or adjustments could help minimise triggers or support you to manage your symptoms at work? Is there anything we should try to avoid doing?

What steps can you take? What can we do to facilitate them?