Improve productivity and safety through a mentally healthy workplace

Michael O’Hanlon, Workplace Engagement Manager, beyondblue

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Overview

1. The Context
2. The Impact
3. Getting started
4. What works: A case study
Around 1 Million people in Australia live with DEPRESSION.

1 in 6 women
1 in 8 men
are likely to experience DEPRESSION in their lifetime.

Around 2 Million people in Australia live with ANXIETY.

1 in 3 women
1 in 5 men
are likely to experience ANXIETY in their lifetime.

Nearly 7 Australians die by suicide every day — 5 of whom are men.
POOR MENTAL HEALTH IS LIKELY TO AFFECT 1 IN 5 EMPLOYEES
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IGNORING MENTAL HEALTH COSTS
AUSTRALIAN BUSINESS $10.9 BILLION A YEAR

PRESENTEEISM
$6.1 BILLION

ABSENTEEISM
$4.7 BILLION

COMPENSATION CLAIMS
$145.9 MILLION

Heads up

Mentally Healthy
Workplace Alliance
Beyond Blue

ON MENTALLY
HEALTHY
WORKPLACE
ALLIANCE
beyondblue

EMPLOYEES BELIEVE IT’S IMPORTANT TO WORK IN A MENTALLY HEALTHY WORKPLACE

AGREE THEIR WORKPLACE FITS THAT DESCRIPTION

91% BUT ONLY 52%
60% of employees are more committed to the organisation.

68% say they’re less likely to seek employment elsewhere.

45% left a workplace because of poor mental health conditions.
A mentally healthy workplace is a safe workplace

<table>
<thead>
<tr>
<th>Physical</th>
<th>Feeling</th>
<th>Thinking</th>
<th>Behavioural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disturbed sleep</td>
<td>Overwhelmed</td>
<td>Negative thinking patterns</td>
<td>Poor concentration</td>
</tr>
<tr>
<td>Appetite changes</td>
<td>Indecisive</td>
<td>Hopeless, helpless and worthless</td>
<td>Reduced Productivity</td>
</tr>
<tr>
<td>Sick and run down</td>
<td>Lacking confidence</td>
<td>Irritable</td>
<td>Alcohol and other drug use</td>
</tr>
<tr>
<td>Fatigue</td>
<td></td>
<td>Suicidal thoughts</td>
<td>Social withdrawal</td>
</tr>
</tbody>
</table>
### Legal obligations

<table>
<thead>
<tr>
<th>Legislation</th>
<th>Employers</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Work health &amp; safety</strong></td>
<td>Eliminate &amp; minimise risks to health &amp; safety (as is ‘reasonably practicable’)</td>
<td>Take care of their own and others health and safety</td>
</tr>
<tr>
<td><strong>Discrimination</strong></td>
<td>Provide ‘reasonable adjustments’ for employees</td>
<td>Able to fulfil inherent requirements of job</td>
</tr>
<tr>
<td><strong>Privacy</strong></td>
<td>Prevent disclosure of personal information</td>
<td>Must disclose if their mental health condition may cause a risk to someone’s safety</td>
</tr>
<tr>
<td><strong>Bullying</strong></td>
<td>Prevent repeated unreasonable behavior that is risk to health &amp; safety</td>
<td>Comply with ‘reasonable management action’</td>
</tr>
</tbody>
</table>
Risk Management

Mentally healthy workplace

Unsafe Acts → Preconditions for Unsafe Acts → Unsafe Supervision → Organizational Influences

Active Failures

Missing or Failed Defenses

Latent Failures

Accident
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A ‘mentally healthy’ workplace...

- Has a positive workplace culture
- Minimises workplace risks related to mental health
- Supports people with mental health conditions appropriately
- Reduces stigma and discrimination.
beyondblue’s response

‘Developed in partnership with the MHWA, Heads Up aims to be a comprehensive information and resource portal to support the mental health needs of organisations and the individuals that work in them’

<table>
<thead>
<tr>
<th>Define the case for action within workplaces...</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Price Waterhouse Coopers ‘Return on Investment’ Report</td>
</tr>
<tr>
<td>- TNS Social Research ‘Current State of Mental Health in Australian Workplaces’ Report</td>
</tr>
<tr>
<td>- Instinct &amp; Reason Social Research ‘Employer of Choice’ Report</td>
</tr>
<tr>
<td>- Statutory rules, regulations and obligations</td>
</tr>
<tr>
<td>- Heads Up Return on Investment Calculator</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Help identify what actions to take...</th>
</tr>
</thead>
<tbody>
<tr>
<td>- For my workplace/organisation - Heads Up Action Planning Tool</td>
</tr>
<tr>
<td>- For my colleague(s) – Heads Up ‘Are they ok? Resource</td>
</tr>
<tr>
<td>- For myself – Heads Up ‘Do I need help? Resource and Disclosure tool</td>
</tr>
<tr>
<td>- For everyone – All existing beyondblue workplace resources, tools and programs including NWP</td>
</tr>
</tbody>
</table>

<table>
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<th>Demonstrate how to implement these actions...</th>
</tr>
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<tbody>
<tr>
<td>- Intelligent presentation of ‘best of breed’/best in Alliance resources, tools and referral links including :-</td>
</tr>
<tr>
<td>✓ Video case studies</td>
</tr>
<tr>
<td>✓ e-Learning modules and training programs to build capacity</td>
</tr>
<tr>
<td>✓ Fact sheets, brochures, sample letters/documents downloadable and order online</td>
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</tbody>
</table>
RESOURCES YOU CAN FIND AT HEADSUP.ORG.AU

1. CREATING A MENTALLY HEALTHY WORKPLACE
2. TAKING CARE OF YOURSELF AT WORK
3. SUPPORTING OTHERS IN THE WORKPLACE
4. RIGHTS AND RESPONSIBILITIES
5. TRAINING AND RESOURCES

Heads up

[Heads Up Logo]
CRITICAL SUCCESS FACTORS FOR A MENTALLY HEALTHY WORKPLACE

- Commitment from senior organisational leaders
- Employee participation
- Developing and implementing policies
- Communicate outcomes to key decision makers
- A sustainable approach
- Resources necessary for success
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Find out more at headsup.org.au