Mental Health at work
Absenteeism is more often due to stress and anxiety than flu and other physical illnesses or injuries.

Mental health conditions result in around 12 million days of reduced productivity for Australian businesses annually.¹

1 in 6 Australians are currently experiencing mental illness, most commonly depression and anxiety.

On average, someone with untreated depression will need three to four days of additional sick leave each month.¹

Additional days leave each month

$10.9 billion per year

Mental health conditions come at a huge cost, not only to individuals and those closest to them, but also to businesses that fail to address the existence of mental health problems in the workplace.

Have symptoms associated with mental ill health such as worry, sleep issues, fatigue – affecting our work ability

What is a mentally healthy workplace?

- A place where people want to come to work
- A supportive culture where people ask each other if they are ok
- Managers and teams understand and talk about mental health
- Mental health issues and recovery are supported
- Speaking up and seeking help is encouraged
- Positive and productive environment
- Building resilience for work and home is a priority
Mental Health at Work

With one-third of adult life spent at work, it is essential for employees to feel mentally supported, safe and valued in their workplace.

Enhanced work performance

Job satisfaction – growth, development, social connection

Healthy and happy employees

Assist mental illness recovery

Increase morale and staff engagement

PwC found for every dollar spent on effective workplace mental health returns $2.30 in benefits to an organisation.

Improve company’s bottom line

Reduced staff turnover

Fewer sick days and presenteeism

Greater productivity increasing revenue and decreasing costs

Reduction in compensation claims

Fewer breaches of work health and legislation

Attract and retain great staff

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Employers responsibilities are two-fold; be able to identify mental health issues as they become apparent and to have the knowledge and methods in place, to offer staff the support they will require.

The Work Health and Safety Act 2011 requires employers to ensure that workplaces are both physically and mentally safe and healthy.

The Disability Discrimination Act 1992 requires employers to ensure workplaces do not discriminate against or harass workers with a disability, including mental health conditions. Employers are also required to make reasonable adjustments to meet the needs of workers with mental health conditions.

Employers are required under the Fair Work Act 2009 and Commonwealth industrial law to ensure a workplace does not take any adverse action against a worker because of their mental health condition.

The Privacy Act 1998 and Australian Privacy Principles legislation requires employers to ensure personal information about a worker’s mental health status is not disclosed to anyone without that person’s consent.
HOW TO
BUILD A MENTAL HEALTH PROGRAM

Informative
Supportive
Variety
Inclusive
Engaging
The most effective Mental Health programs are specifically tailored to suit your business needs and workplace culture. By implementing a multi-faceted approach your program will engage and educate a greater proportion of your employees and managers.

Below is an example of a Mental Health program. By using a combination of delivery methods eg online, hard copy and face to face, education and awareness of mental health issues and strategies are reinforced for sustained behavioural change.

Over a continued period of time, these learnings will form the basis of a mentally healthy workplace.
Managers & Leaders Programs

Leading the way by being the kind of leader that you would follow.

Mental Health in the Workplace – for Leaders

• Full Day Workshop
• 4 hour Workshop
• 1 hour Workshop

Core Modules:
• Introduction to Mental Health
• Expensive Business: the costs of mental health disorder
• Supporting Employees with a Mental Health Disorder
• Managing Performance Issues of Employees with a Mental Health Problem
• Maintaining a Psychologically Healthy Workplace; your obligations as a leader

Elective Modules:
• Workplace Mental Health Policies and Procedures; developing policies and implementing practices
• Rehabilitation and RTW for Employees with a Mental Health Disorder
• Building a Positive Psychosocial Environment at Work
• Leadership Behaviours and Mental Health at Work
• Implementing Leadership Development Programs to Promote Behaviour Change

Effective Team Building & Coping with Change

• 1 & 2 hour Workshops

Topics covered:
• Growing a strong culture
• Giving and receiving feedback
• How to cope best with change
• Effective ways to build team work
• Empowerment and leadership
• Making the most of mistakes
• Life experience vs training

Strength in Numbers: 4-week Team Building Workshop

Topics covered:
• Task identification, creating objectives
• Team input, problem solving, dealing with conflict
• Trust, communication, team goal vs individual goal
• Shared success, team confidence, high performance
Mental Health in the Workplace

This seminar provides information for employees about building a mentally healthy workplace. Its focus is on building awareness and the skills to be able to respond to, understand and assist colleagues, family & friends with mental health issues.

- 1 & 2 hour Workshops

**Core Modules:**
- Understanding Mental Health – signs and symptoms
- Contributing to a Positive Psychosocial Environment
- Supporting Colleagues with a Mental Health Disorder
- Looking After Your Own Mental Health and Wellbeing

**Elective modules:**
- Conflict Management/Resolution
- Time Management
- Assertiveness Training
- Cognitive Behavioural Therapy (CBT) for Every-Day Use (understanding perspective)

Mental Health & Lifestyle Coaching

We offer ‘one on one’ phone, onsite and email coaching. Our qualified health coaches encourage mental, physical and lifestyle improvements.

When coupled with a health assessment, health coaching provides an end to end service for the management and improvement of health risks.

**Our Specialist Team**
- Organisational Psychologists
- Medical General Practitioner
- Life Coaches / Counsellors
- Exercise Physiologists
- Sleep Specialists

Online Mental Health Questionnaire

This covers personal stress, workplace stress and wellbeing. Consisting of 38 questions, the survey takes approx. 10-15 minutes to complete.

Instant feedback, educational resources and recommendations are sent to the employee upon completion.
Stress can be healthy, motivating us to perform and achieve. However, prolonged high levels of stress can have the opposite effect. Our products and services aim to help staff look for and recognise signs of prolonged stress. They teach simple yet effective personal tools to be able to manage stress effectively and to ensure a healthy work life balance is maintained.

**Programs**

**Thrive:**  
*Stress Management*  
- Seminar  
- Booklet  
- Awareness Pack

**Believe, Achieve Succeed:**  
*Coping with Change*  
- Seminar  
- Booklet  
- Awareness Pack  
- 4 week Behavioural Challenge  
- Annual Poster Series (x12 Educational Posters)

**Related Services**

**Seminars**  
- Success Not Stress – Work Life Balance  
- Surviving the Festive Season

**Videos**  
- Stress Less  
- Turn Tense into Strength  
- Accepting Change  
- Asking R U Okay  
- Mental Health for Men
Resilience

Resilience is not a rare ability; it is found in every individual and it can be learned and developed by virtually anyone. Resilience should be considered a process, something you can build to face day to day obstacles.

Programs

Bounce Back and Beyond: Building Resilience
- Seminar
- Booklet
- Awareness Pack
- Educational Posters

Mastering Resilience: The Essence of Resilience
- Seminar
- Booklet
- Awareness Pack
- 4 week Behavioural Challenge

Related Services

Resilient & Revitalised Challenge
- 4 week Team Challenge

Videos
- The Body as a Whole
- Quiet the Mind
- Releasing Tension in the Body
Sleep & Fatigue

We live in a fast-paced culture that values work and other achievements over taking care of ourselves, so many of us have lost sight of the importance of rest, down-time and adequate sleep. Sleep problems affect 33-45% of Australian adults. A lack of sleep can affect every aspect of your health, especially your mental health.

Programs

Sleep Well & Fight Fatigue
- Seminar
- Booklets
- Awareness Pack
- Educational Posters
- Video

Sleep & Fatigue for Shift Workers
- Seminar
- Booklet
- Awareness Pack
- Video

Related Services

Videos
- Sleep & Fatigue - Drugs & Alcohol

Resilient & Revitalised
- 4 week Team Challenge
Mindfulness

Train your employees to be present in each moment. Improve focus, attention, productivity and awareness of themselves and others.

Programs

Mindfulness

- 4 Week Course
- 1 hour Workshop
- 45 min Classes
- Booklet
- Awareness Pack
- USB Guided Meditations (audio)

Related Services

- Breathing 4 Relaxation Classes
- On site Massage
Work Life Balance

Addressing all aspects of health - physical, mental and emotional wellbeing.
Maintaining work life balance is not only important for your personal health and relationships, but it can also improve the efficiency of your work performance.

programs

**Fit4Work / Healthy4Life**

- Seminar
- Booklet
- Awareness Pack
- 4 Week Behavioural Challenge
- Educational Posters

**Related Services**

**Seminars**
- The Midday Motivator Seminar
- The Effortless Healthy Working Week

**Healthy Heart Challenge**
- 4 week Team Challenge

**Videos**
- The Body as a Whole
- Exercise in No Time
- Menu Planning
Ask us how you can build a mentally healthy workplace.

Contact us on
1300 245 203
sales@healthatwork.net.au
to get started.