

# Heads ûp

Creating a mentally healthy workplace

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# Overview

1. **What has this got to do with me?**
2. What is a mentally healthy workplace?
3. What works: A case study
4. Getting started
5. Questions

Around

**1 Million** people in Australia live with **DEPRESSION**

Around

**2 Million** people in Australia live with **ANXIETY**

**1** IN **6**  **WOMEN**

**1** IN **8**  **MEN**

are likely to experience **DEPRESSION** in their lifetime

**1** IN **3**  **WOMEN**

**1** IN **5**  **MEN**

are likely to experience **ANXIETY** in their lifetime



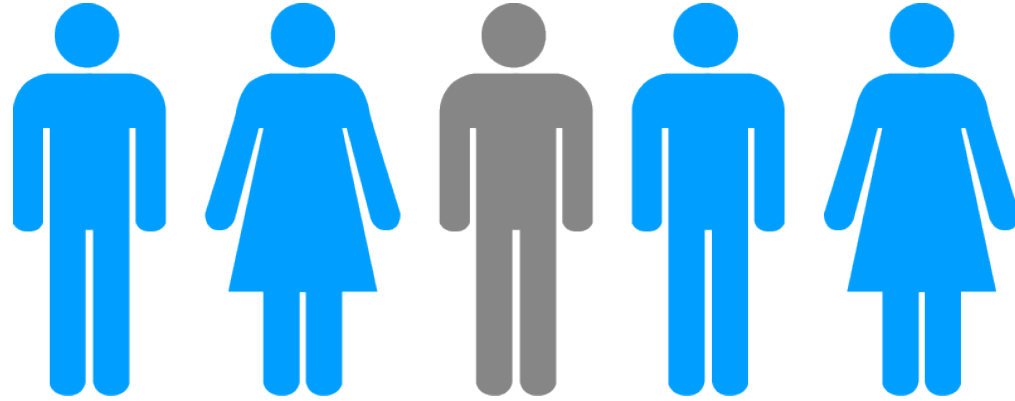
**7 AUSTRALIANS**

NEARLY

**DIE BY SUICIDE EVERY DAY —**



**5 OF WHOM ARE MEN**



POOR MENTAL HEALTH IS LIKELY  
TO AFFECT 1 IN 5 EMPLOYEES

# IGNORING MENTAL HEALTH COSTS AUSTRALIAN BUSINESS \$10.9 BILLION A YEAR



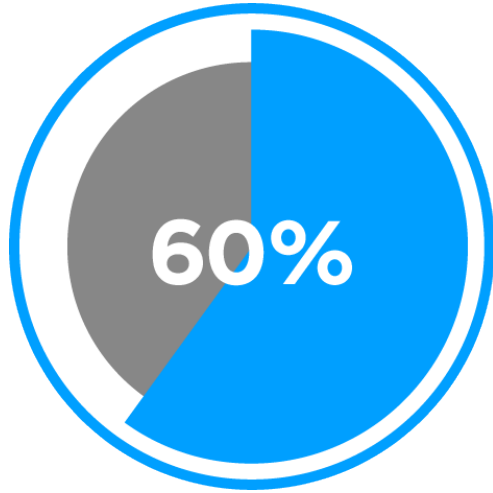
## INVESTING IN WORKPLACE MENTAL HEALTH PROVIDES A SIGNIFICANT ROI

FOR EVERY  
\$1 INVESTED  
IN MENTAL  
HEALTH  
INITIATIVES...



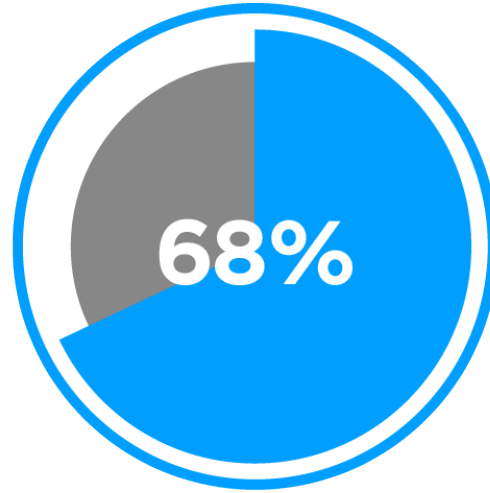
...THERE'S  
AN AVERAGE  
RETURN ON  
INVESTMENT  
(ROI) OF \$2.30

## EMPLOYER OF CHOICE



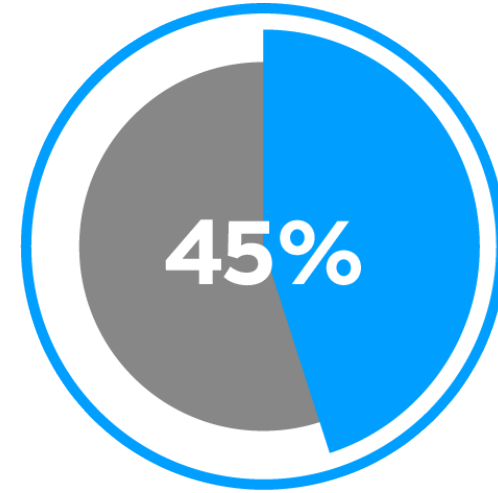
60% OF EMPLOYEES  
ARE MORE  
COMMITTED  
TO THE  
ORGANISATION

...



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

## Physical

- Disturbed sleep
- Appetite changes
- Sick and run down
- Fatigue

## Feeling

- Overwhelmed
- Indecisive
- Lacking confidence
- Irritable

## Thinking

- Negative thinking patterns
- Hopeless, helpless and worthless
- Suicidal thoughts

## Behavioural

- Poor concentration
- Reduced Productivity
- Alcohol and other drug use
- Social withdrawal



# Legal obligations... mental health in the workplace

Legislation	Employers	Employees
Work health & safety	Eliminate & minimise risks to health & safety (as is 'reasonably practicable')	Take care of their own and others health and safety
Discrimination	Provide 'reasonable adjustments' for employees	Able to fulfil inherent requirements of job
Privacy	Prevent disclosure of personal information	Must disclose if their mental health condition may cause a risk to someone's safety
Bullying	Prevent repeated unreasonable behavior that is risk to health & safety	Comply with 'reasonable management action'

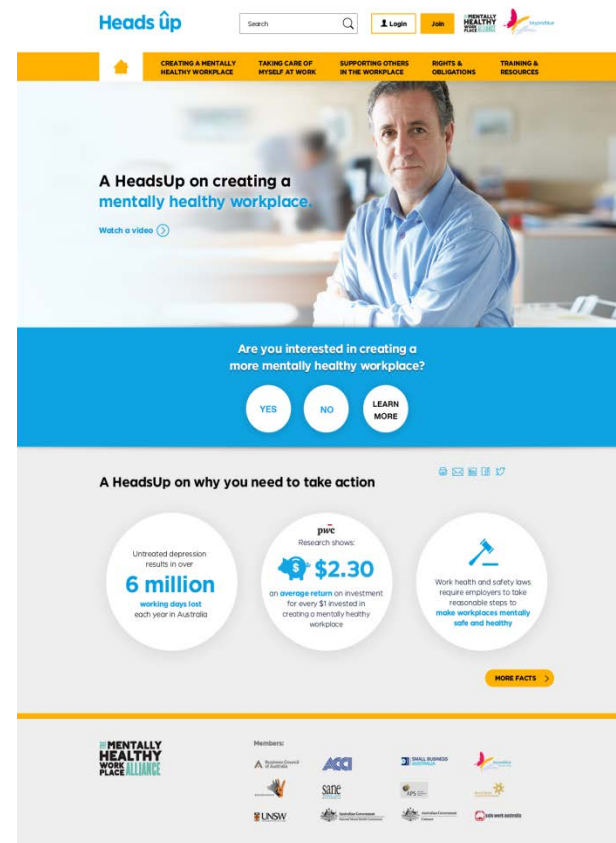
# Overview

1. Why is mental health an important issue?
- 2. What is a mentally healthy workplace?**
3. A case study – Caterpillar Burnie
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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.

# Heads Up Website

- A central point online for businesses
- Simple, practical, FREE information
- Resources for all individuals (leaders, business owners, HR, OHS, managers, frontline staff)
- Case studies, videos, tools, fact sheets, brochures, booklets
- Key feature - Heads Up Action Plan tool



- 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

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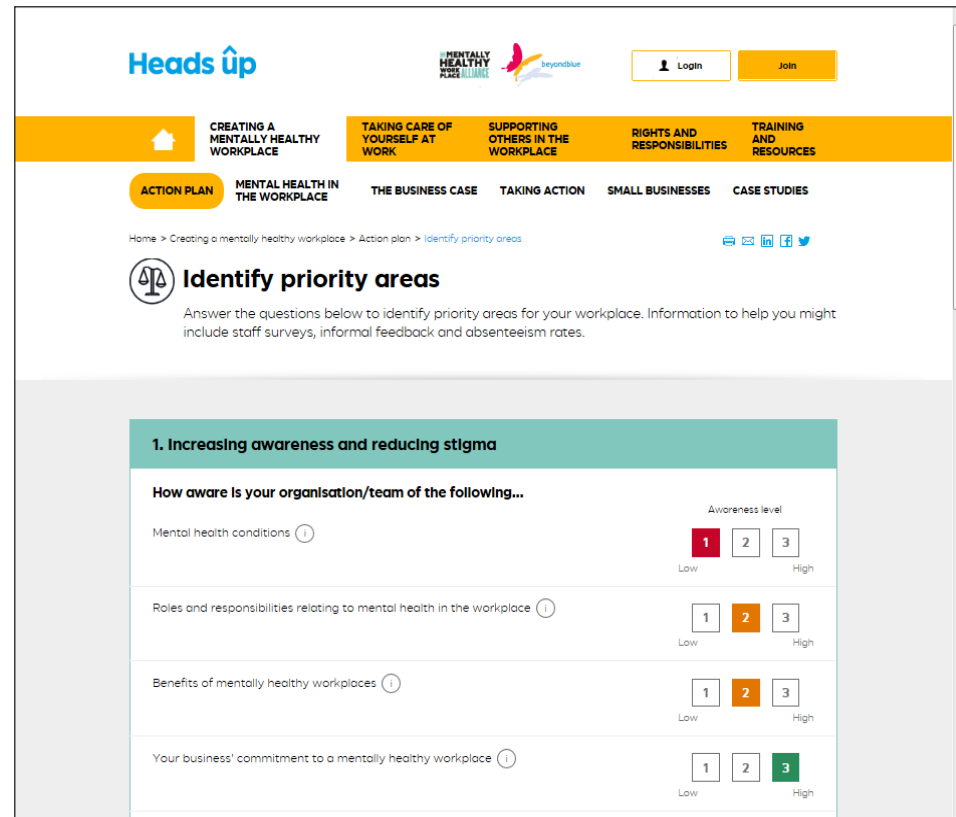
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# Getting started in your workplace

Complete the Heads Up interactive action plan ...

- The Heads Up Action Plan tool is a simple 3-step process...

1. Identify priority areas
2. Implement actions
3. Review outcomes



The screenshot shows the 'Heads Up' website interface. The top navigation bar includes the 'Heads Up' logo, the 'MENTALLY HEALTHY WORKPLACE ALLIANCE' logo, and 'beyondblue' logo. There are 'Login' and 'Join' buttons. Below the navigation bar, there are several tabs: 'CREATING A MENTALLY HEALTHY WORKPLACE', 'TAKING CARE OF YOURSELF AT WORK', 'SUPPORTING OTHERS IN THE WORKPLACE', 'RIGHTS AND RESPONSIBILITIES', and 'TRAINING AND RESOURCES'. The 'ACTION PLAN' tab is selected. The main content area is titled 'Identify priority areas' and includes a sub-header 'How aware is your organisation/team of the following...'. Below this, there are four rows of questions, each with a rating scale from 1 (Low) to 3 (High). The first row is 'Mental health conditions' with a rating of 1. The second row is 'Roles and responsibilities relating to mental health in the workplace' with a rating of 2. The third row is 'Benefits of mentally healthy workplaces' with a rating of 2. The fourth row is 'Your business' commitment to a mentally healthy workplace' with a rating of 3.

Question	1 (Low)	2	3 (High)
Mental health conditions			1
Roles and responsibilities relating to mental health in the workplace		2	
Benefits of mentally healthy workplaces		2	
Your business' commitment to a mentally healthy workplace			3

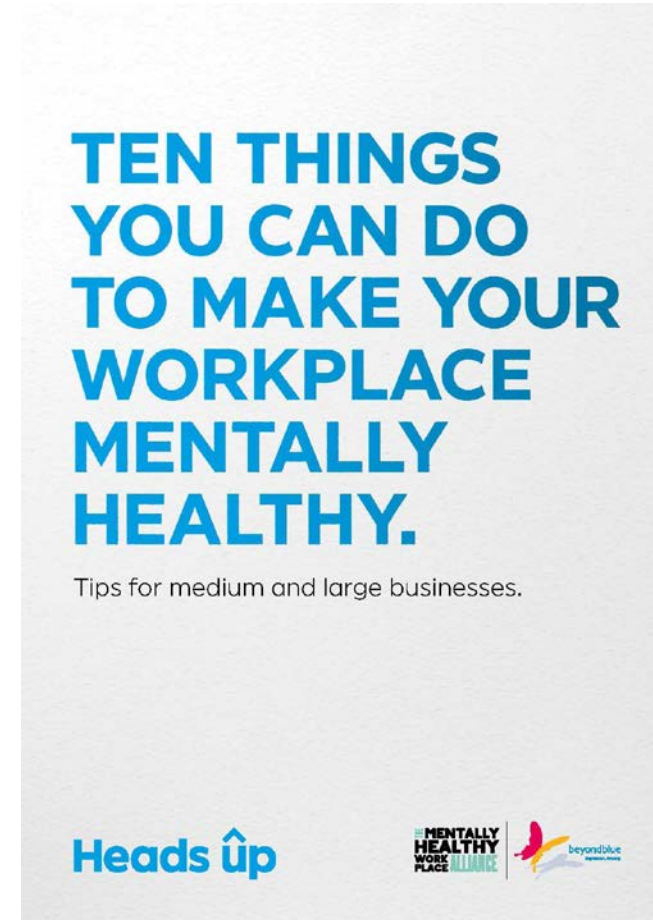


# Getting started in your workplace

Or develop and implement actions using the Heads Up '10 Tips' brochure...

Three simple examples include...

- ✓ Making mental health resources available
- ✓ Providing mental health training to supervisors
- ✓ Letting staff know about the Heads Up website ([www.headsup.org.au](http://www.headsup.org.au))



## CRITICAL SUCCESS FACTORS FOR A MENTALLY HEALTHY WORKPLACE





FIFO & DIDO



Heads up



Find out more at  
[headsup.org.au](https://headsup.org.au)