

Workplace Health and Wellbeing

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workplace health
promotion network

Overview

- * Mental Health Association NSW
- * Workplace Health Promotion Network (WHPN)
- * Why invest in a mentally healthy workplace?
- * Psychological risk factors
- * Actions for organisations
- * Resources
- * Questions

Mental Health Association Services

- * Workplace Health Promotion Network (WHPN)
- * Mental Health Month/Mental Health Matters Awards
- * Postnatal Depression Awareness Week
- * Phone Service - Mental Health and Anxiety Disorders
- * Way Ahead Services Directory
- * Anxiety Support Groups meet monthly around NSW
- * Anxiety Self Help Groups free 12 week programme
- * Small Steps – about children for teachers and parents
- * Fact sheets on mental health and wellbeing - FREE

Workplace Health Promotion Network (WHPN)

- * Purpose, the members and where are the networks?
- * Quarterly Meetings
- * Annual Forum
- * WHPN Website – members' only section
- * WHPN eNews
- * Networking
- * Conference Discounts (and sector partnerships)
- * New membership tiers introduced for 2014-2015

Setting the Scene for Workplace Health and Wellbeing

- * Mental health statistics ARE relevant to the workplace
- * Workplace prime location for health promotion initiatives – up to one third of our life spent there
- * People are an organisations' biggest asset
- * A mentally healthy organisation is more productive, creative, profitable, has less absenteeism, conflict between colleagues, grievances, accidents...
- * Legislation – health and safety risk, workplace bullying
- * Latest research on sedentary behaviour, sleep, psychosocial risk factors, mindfulness, gratitude



Factors that influence psychological wellbeing and productivity at work

- * High job demands
- * Low job control
- * Lack of support from managers and colleagues
- * Poor role definition
- * Poorly managed relationships and conflict
- * Poor change participation
- * Lack of employee recognition and reward
- * Low employee engagement
- * Organisational injustice
- * ALL related to leadership and workplace culture

Actions Organisations Can Take

- * Prioritise mental health & wellbeing, don't wait until...
- * Leadership and management commitment crucial
- * Create a health and wellbeing strategy – integrate with organisations' policies and legal obligations
- * Conduct a needs assessment
- * Develop an action plan and evaluate
- * Set up staff wellbeing committee
- * Choose respected staff to be wellbeing champions

Actions Organisations Can Take...

- * Review your workplace culture – what positive messages are you sending out about wellbeing?
- * Invest in your employees - train & support managers
- * Provide flexible work arrangements
- * Provide accessible information on where to get support for mental health and wellbeing issues
- * Health and wellbeing agenda item at team meetings
- * Have return to work processes for mental illness

Workplace Health Resources

- * Lots of free online resources www.headsup.org.au
- * MHA <http://www.mentalhealth.asn.au/> & www.whpn.org
- * Happier. Healthier .Workplaces
<http://workplaces.healthier.qld.gov.au/>
- * Melbourne School of Population and Global Health, Workplace Prevention of Mental Health Problems and Helping Employees Successfully Return to Work <http://prevention.workplace-mentalhealth.net.au/>
- * Comcare and APS Commission – ‘Working Together – promoting mental health and wellbeing at work’
- * Australian Human Rights Commission – ‘Workers with Mental Illness – a practical guide for managers’

Workplace Health Resources...

- * QLD Mental Health Commission Strategic Plan 2014-19
- * Guarding Minds at Work – psychosocial risk factors
- * R U OK - workplace resources/difficult conversations
- * Superfriend – ‘Promoting positive mental health in the workplace - guidelines for organisations’
- * Black Dog Institute – workplace programme/research
- * SANE ‘Mindful Employer’ programme
- * beyondblue – workplace online

Workplace Health Resources...

- * Australian Psychological Society (APS)
- * HAPIA - Best practice guidelines
- * Heart Foundation - Healthy Workplace Guide/Catering
- * Corporate Health Providers, EAPs and GPs

Upcoming Events in Workplace Health

- * WHPN Meeting 10-1pm, 8th Sept, University of QLD
- * Workplace Psych Injury Management Syd - 16-17 Sept
- * Safety in Action National Conference, Mel – 16-17 Sept
- * Mental Health Week, Bris – 4-10 Oct
- * HR Summit, Bris – 14-15 Oct
- * Workplace Mental Health Program, Bris – 16 Oct
- * HR in Focus Summit, Bris - 21 Oct
- * Injury Prevention Return to Work Conference, Bris – 22 Oct
- * National Workplace Health Conference, Mel – 28-29 Oct

Any Questions?

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