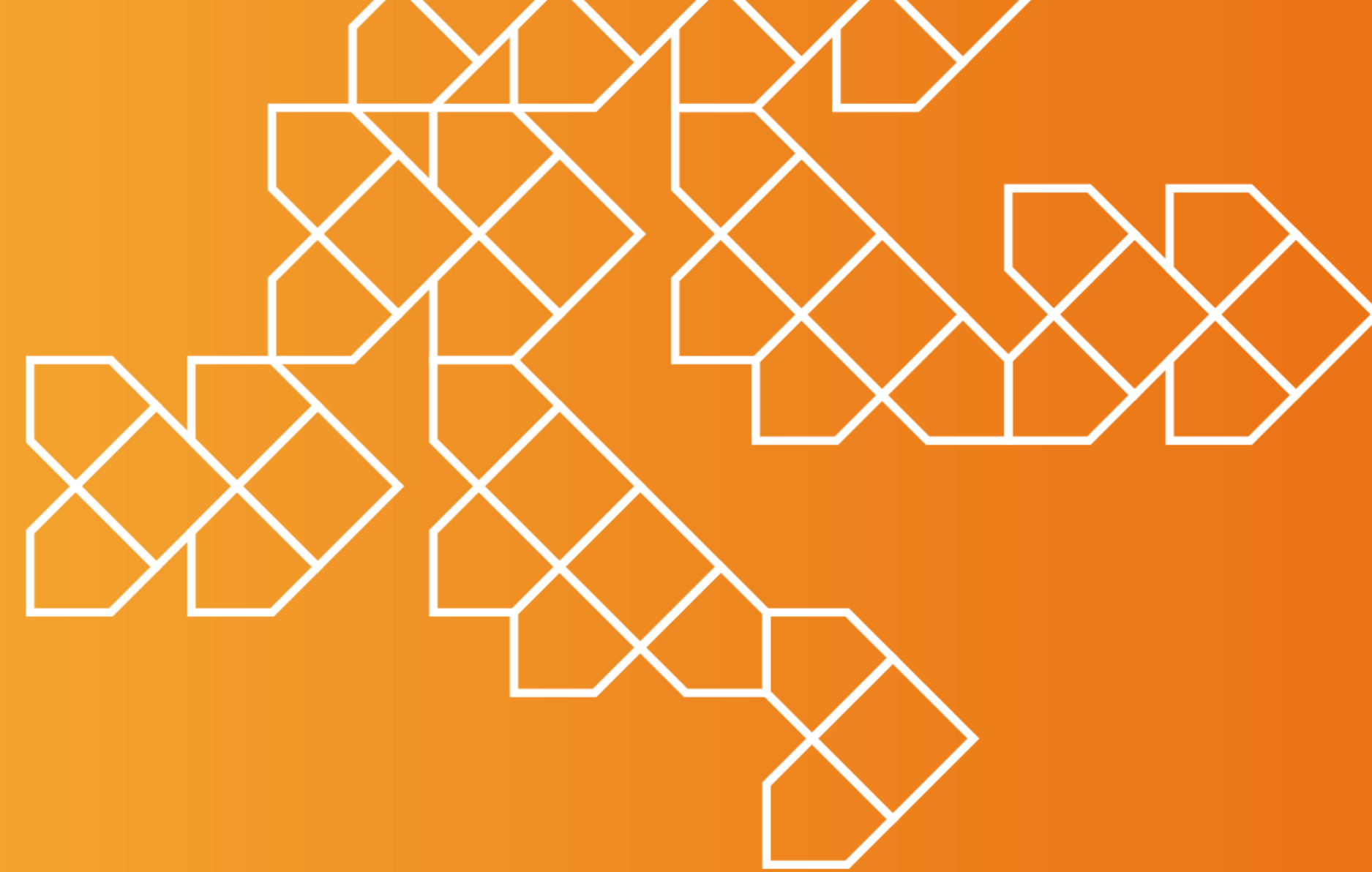




HEALTH AND SAFETY MONTH 2017

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Mental Health in the Australian Workplace

Michael Struth,

Senior Manager Mental Health, Western Victoria Primary Health Network

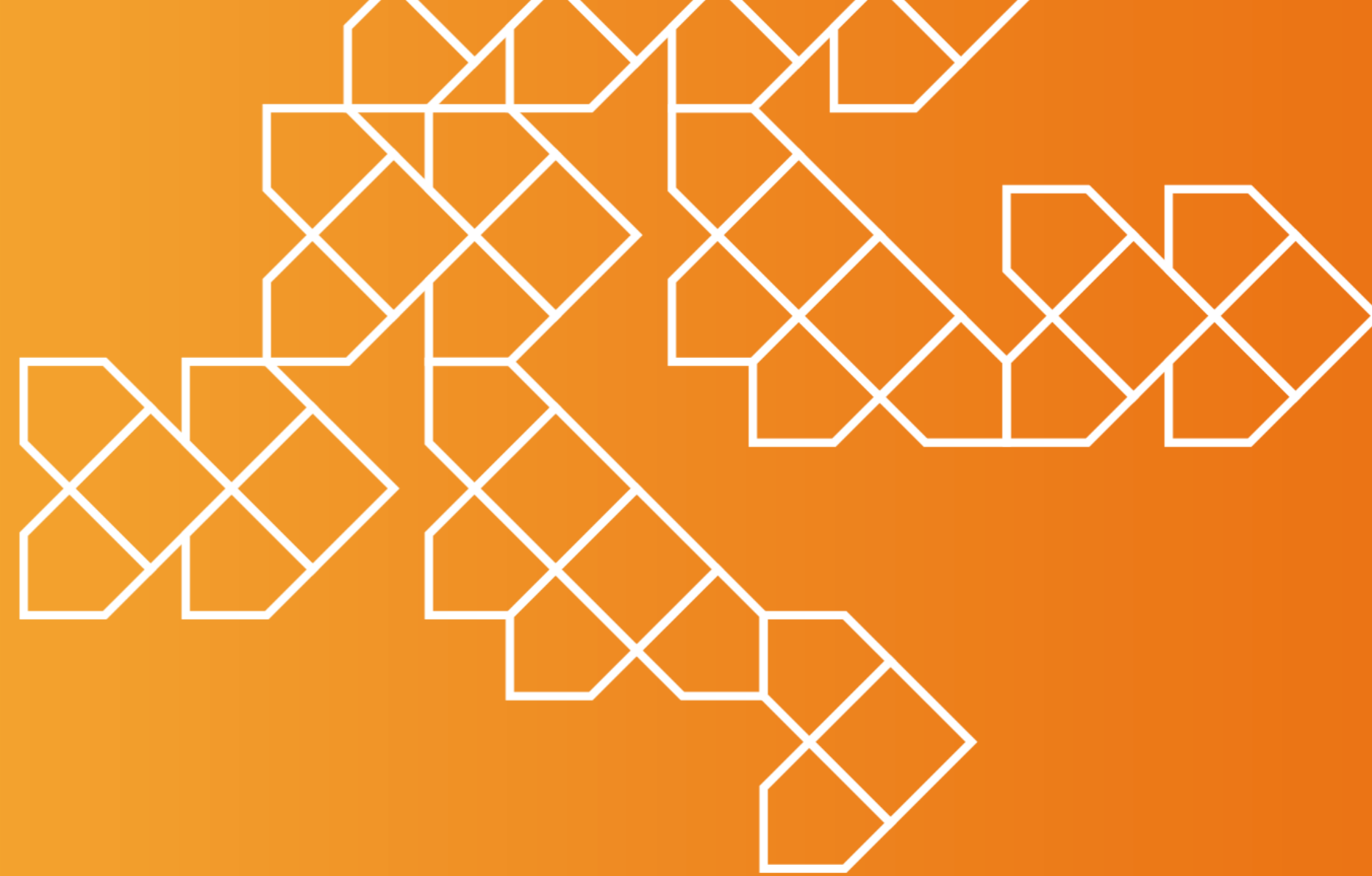
Jackie Crowe

Commissioner, National Mental Health Commission

Consultant, Mental Health & Suicide Prevention



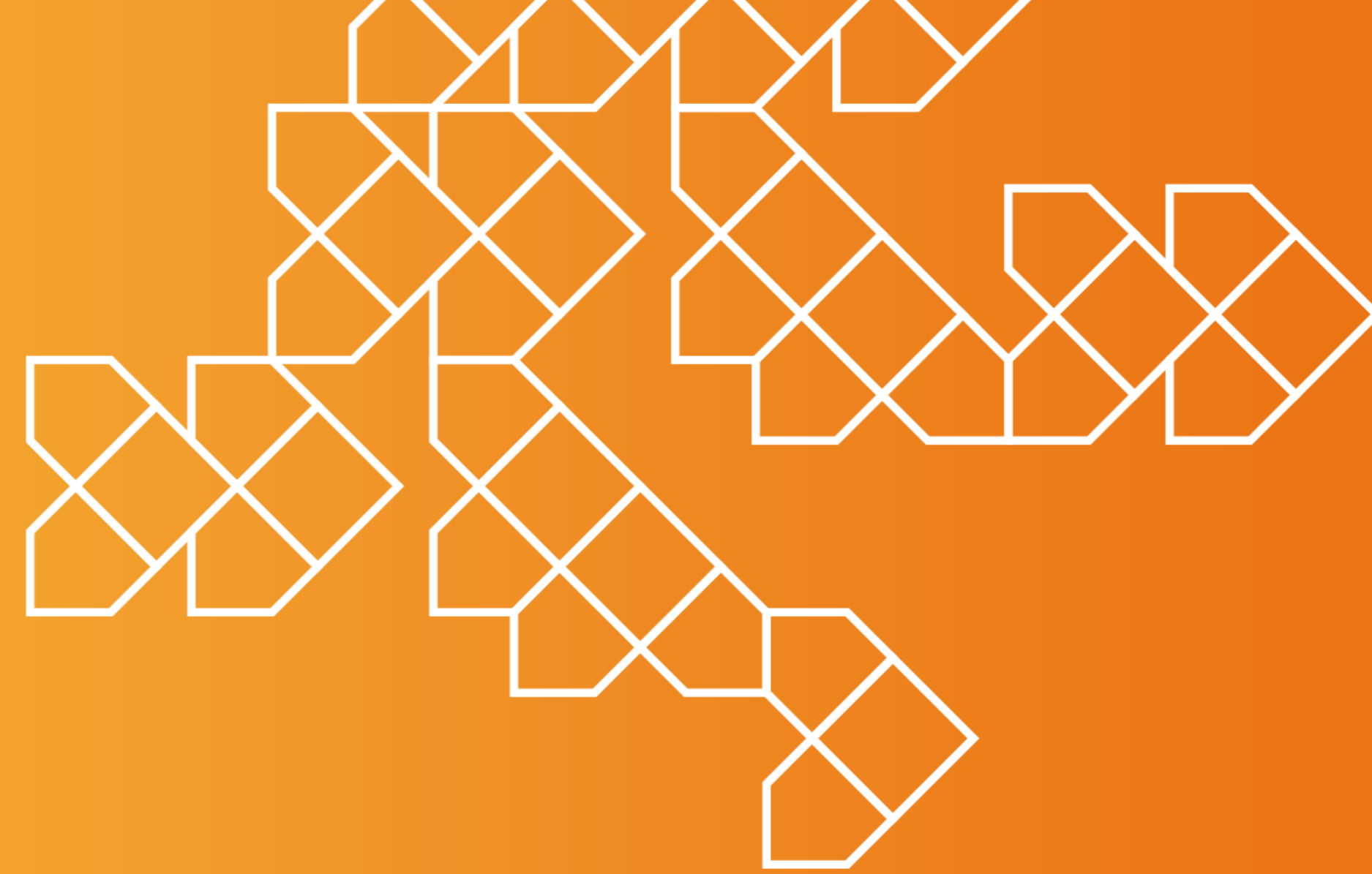




You can be part of the online conversation by using the event hashtag in any tweets or Instagram pics.

#hsmmonth





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Mental Health and Mental Illness



- Differentiating
- Cognition (Thinking)
- Emotion
- Behaviour
- Patterns
- Culture



Prevalence of Mental Health Problems in the Workplace



- 18 per cent of the total adult population experience mental health problems
- Almost 1 in 2 people experience depression across their life span
- Half of an organization's absenteeism is caused by mental health issues manifesting most commonly as ad hoc "sickies"
- Mental health is the major cause of lost productivity (presenteeism) and the second highest cause of absenteeism



**My boss told
me to have a
good day...
so I went
home.**

Impact of mental health problems in the workplace



- 90% of employees agree that mental health and personal problems spill over into their professional lives
- 75% of employees who seek care see substantial improvement in work performance
- 68% of full time employees with depressive symptoms didn't seek medical advice within the previous year

Impact of Mental Health Problems in the Workplace



- The productivity cost to business, excluding Work Cover and insurance, is estimated at nearly \$10,000 per affected employee
- Mental problems correlate with a lack of motivation for education and training, further limiting employee capacity to retrain to meet the skills demands, to manage change
- Economic cost of stress and depression-related illness is matched with the corresponding level of misery by sufferers, their families and friends

Proactive workplace benefits



- Successful treatment of depressive employees improves individual productivity by an average of 6% while reducing absenteeism by 22%
- Improved employee performance – manage performance not underperformance
- Successful treatment of depressive employees
- Improved individual productivity by an average of 6%

Proactive workplace benefits



- Estimated reduced cost of \$10,000 per affected employee annually
- Improved motivation of employees towards education and training
- Enhances capacity for employees to retrain to meet skill demands of industry
- Enhances capacity of employee to adapt to changes in workplace environment

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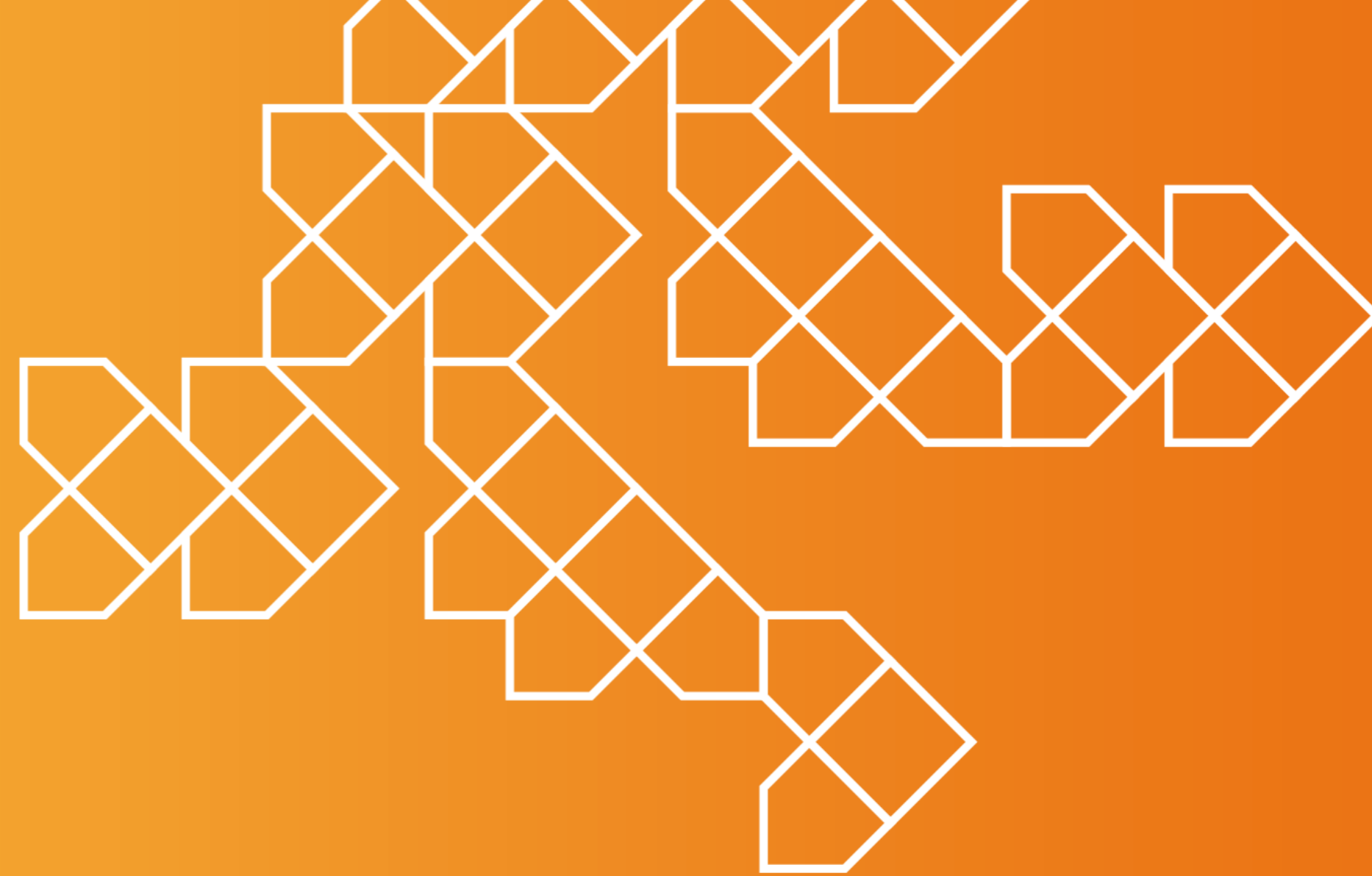
Where to go to seek help



- Employee Assistance Program
- Role of Human Resources
- Stepped Primary Mental Health Continuum of Care
- MBS Services
- BeyondBlue

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Thank you.





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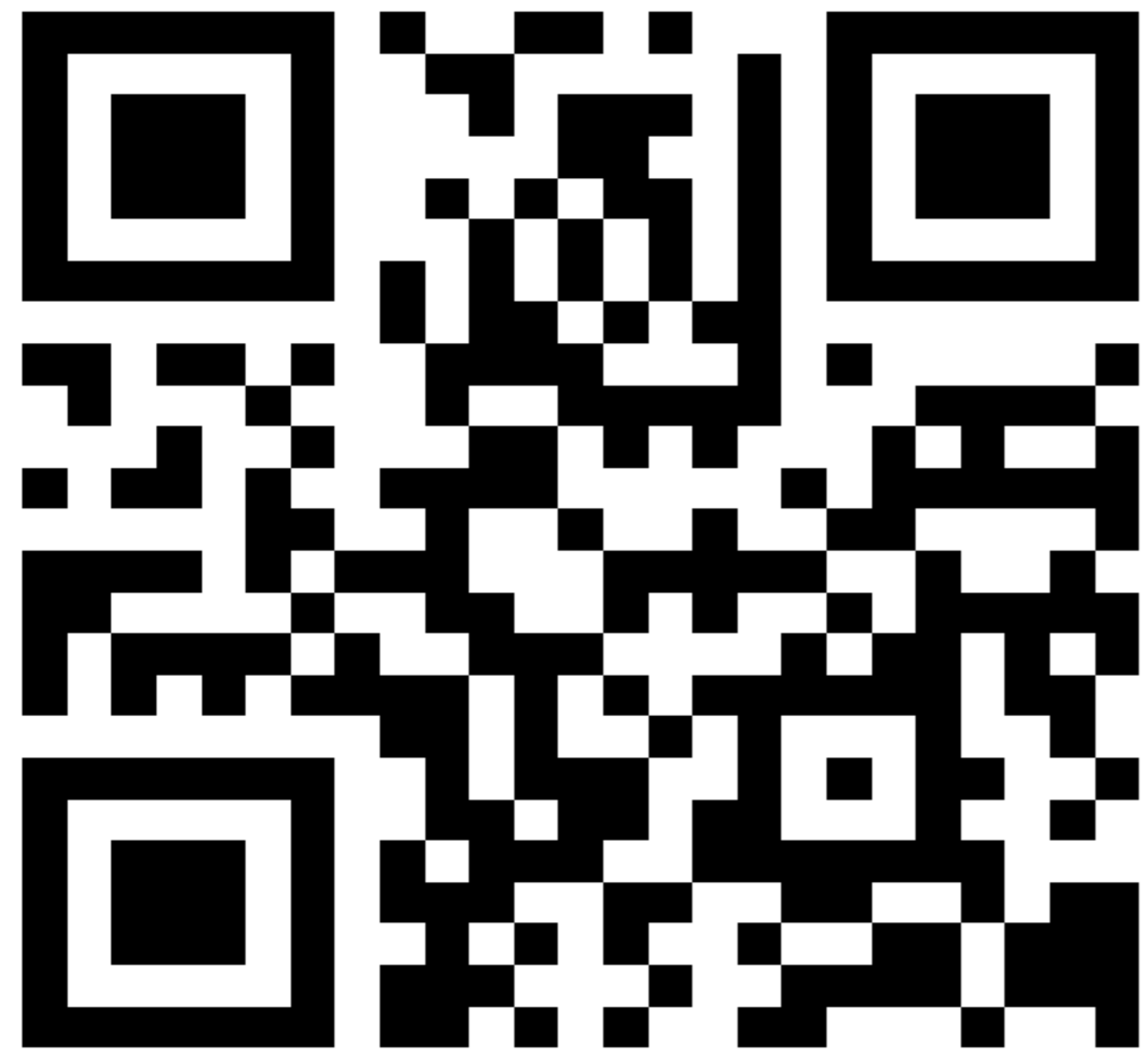
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How did we do?

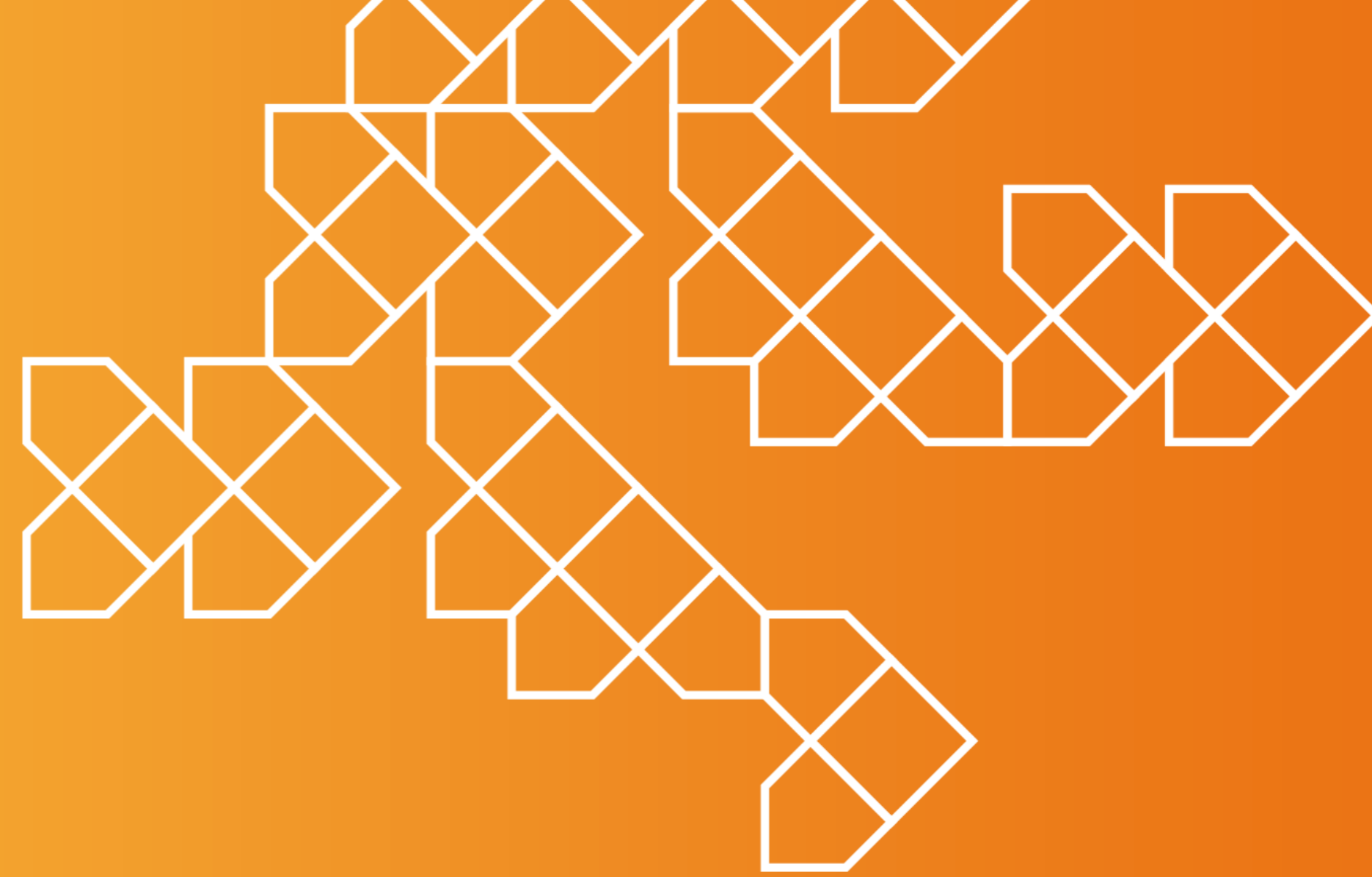
Please take a minute to answer some quick questions about this talk. You could win one of five \$100 Visa gift cards*

Go to <http://go.srnet.com.au/WHSM>



...or scan this QR code with your phone. You should be able to do it from there!

*one entry for each session evaluated





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