healthy active workplaces
why do we care about mental health issues in the workplace

- the costs:
  
  6 million days lost in absenteeism
  
  12 million *more* to presenteeism
  
  $4.3 billion lost in productivity per year
  
  *(Average cost of $ 9,665/year/FT employee)*

  500% return on investment for every $ spent

- the LAW

  - OHS; avoid discrimination, privacy, adverse actions
  
  - Take reasonable care for own safety; acts and omissions do no harm to others, cooperate with adjustments

- it can affect *anyone*
Another 0.5% people have a **psychotic disorder** in any one year.

decreased productivity through absenteeism and presenteeism

morale issues

Lateness (for work, for meetings, deadlines)

Inappropriate or unusual emotional displays

reports feeling stressed or overwhelmed

excessive perfectionism

decreased productivity through absenteeism and presenteeism

lacking energy

social withdrawal

ongoing vague physical illness symptoms

crying, shaking, tiredness, anger, suspiciousness

difficulty concentrating

unusually irritable

odd or unusual ideas or fears

excessive procrastination

lacking motivation
risk factors for psychological injury

- demands
- control
- support
- relationships
- role
- change

HSE (UK) Management Standards
managers & supervisors must know:

1. roles & responsibilities to respond
2. legal
3. functional impacts
4. appropriate conversations
5. disclosure
6. workplace adjustments
workplace strategy

1. mental health check-up
2. assess mental health literacy
3. organisational plan for minimising risks and managing mental health issues in workplace
4. implement the plan (including education and training)
5. re-audit
help?

askJAN.com

JobAccess.gov.au

Disability Employment Services (DES)

deewr.gov.au

MHFA course
Customised Mental Health Training

- Workplace Mental Health & Wellbeing Cultural Development
- Dealing With Difficult People
- Blooming Well at Work
- Mental Health First Aid
- Mental Health First Aid for managers and supervisors

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