

Where can I find more information?

The following list of resources provides further information on mental health in the workplace and taking action.



ReturnToWorkSA provides insurance that protects South Australian businesses and their workers in the event of a work injury. ReturnToWorkSA's mentally healthy workplaces service can help you to identify risk factors to mental health in your workplace and work with you to provide practical support, advice and resources.

Contact us on **08 8233 2495** or by emailing mentallyhealthy@rtwsa.com.



www.beyondblue.org.au

Learn more about anxiety and depression, or talk it through with their free support service. Phone **1300 22 4636** or visit their website to email or chat online.



Heads Up is all about supporting Australian businesses to create more mentally healthy workplaces. Access a wide range of resources, information and advice for all employees and create a tailored action plan for your business.

Suicide and crisis support

For life threatening emergencies, call 000.

To talk to someone now, call these 24 hour support services:

Lifeline	13 11 14
Suicide Call Back Service	1300 659 467
Mental Health Triage Service	13 14 65

Need help?

ReturnToWorkSA

Phone 08 8233 2495
mentallyhealthy@rtwsa.com
400 King William St, Adelaide
South Australia 5000
www.rtwsa.com

To contact ReturnToWorkSA in a language other than English, call the Interpreting and Translating Centre (ITC) on 1800 280 203 and ask the consultant to organise a telephone interpreter in your language and to then be connected to ReturnToWorkSA on 13 18 55.

People with hearing/speech impairments can contact ReturnToWorkSA using the National Relay Service.



Mentally healthy workplaces

A better workplace for all



What is a mentally healthy workplace?

The World Health Organization describes mental health as “a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.”¹

A mentally healthy workplace places the same importance on both mental and physical health and safety in the workplace. It has a positive workplace culture where people feel supported and able to do their best work, regardless of whether or not they have a mental health condition.²

A mentally healthy workplace provides a better workplace for all.

About workplace mental health

Mental health conditions are affecting one in five Australians right now.³ This means that there are likely to be people in your workplace who are experiencing mental health conditions such as depression and anxiety.

Untreated mental health conditions have an impact on workplaces and individuals. The cost to Australian workplaces has been estimated at \$11 billion per year, through reduced productivity, absenteeism and workers compensation claims.³ For individuals, mental health conditions can cause distress, impact on day-to-day functioning and relationships, and are associated with poor physical health.⁴



Why take action?

A high prevalence of mental health conditions affects society as a whole. It makes good business sense to invest in mental health to improve workplace productivity and profitability. For every workplace dollar spent on effective actions on mental health, there is on average \$2.30 in benefits gained.³

It's also the law as workplaces have a legal requirement to eliminate and minimise risks to both physical and psychological health.

Creating a mentally healthy workplace

Areas of focus:

Raising awareness

Raise awareness of mental health conditions by talking openly, providing training, making mental health information available and promoting available support services.

Supporting individuals

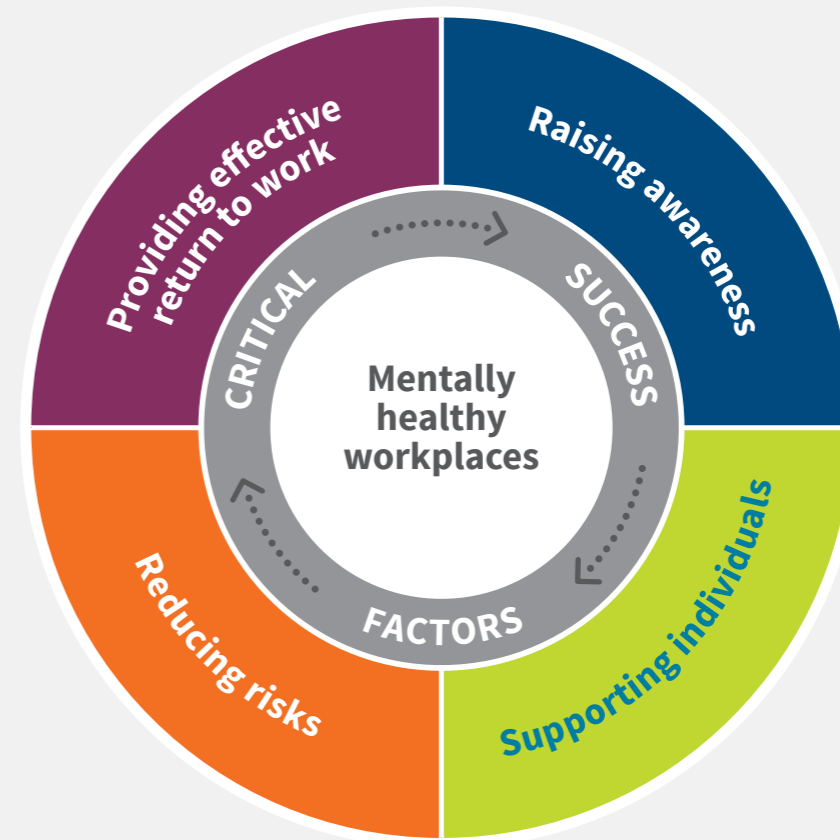
Provide leaders, managers and workers with the appropriate skills and confidence to approach someone they are concerned about, have a conversation and provide ongoing support.

Reducing risks

Review the workplace to identify risk factors to mental health and take action to reduce these risks. For example, managing workloads to minimise stress, preventing bullying and discrimination and managing workplace change.

Providing effective return to work

Assist workers with a mental health condition to remain at, or return to work, by developing a stay at or return to work plan, making reasonable workplace adjustments and providing support as needed.



Critical success factors:³

- » **Commitment from senior organisational leaders and business owners** – a visible, long-term commitment to mental health in the workplace.
- » **Resources necessary for success** – initiatives require adequate resourcing if they are to succeed.
- » **Employee participation** – input must be sought at every step, from planning through to implementation and review.
- » **A sustainable approach** – initial success requires ongoing effort to achieve lasting outcomes.
- » **Develop and implement policies** – need to be clearly articulated and flexible enough to meet the needs of the organisation.
- » **Planning** – successful implementation will identify the intended goals, objectives and actions required to achieve success.

How can I take the next step?

The good news is that there are simple and effective actions that you can take to promote mental health in the workplace, support individuals with mental health conditions and reduce workplace risks. The next step is to evaluate how mental health and risk factors are being addressed in your workplace and identify priority areas for action. By developing an action plan, you will be taking positive steps in creating and maintaining a mentally healthy workplace.

ReturnToWorkSA can assist you in evaluating your next steps and outline resources available by contacting us on **08 8233 2495** or emailing **mentallyhealthy@rtwsa.com**.

¹ World Health Organization, Mental health: a state of well-being, August 2014.

² Heads Up, Creating a mentally healthy workplace. A guide for business leaders and managers, retrieved May 2016.

³ PwC PricewaterhouseCoopers Australia (2014), Creating a mentally healthy workplace: Return on investment analysis, retrieved May 2016.

⁴ *beyondblue*, What is mental health? retrieved May 2016.