

How we can help you create a mentally healthy workplace

The ReturnToWorkSA Mentally Healthy Workplaces Service provides organisations with a range of free support services to help them create and maintain a mentally healthy workplace.

Our free services include:

- Tailored support and advice based on your individual workplace needs
- Education around the benefits of having a thriving workplace, and how to build a business case within your organisation
- Access to our mentally healthy workplaces skill building program, online course and pre-recorded webinars
- Industry specific education and support on workplace mental health by partnering with key industry groups and associations
- Collaboration opportunities and referral to our Employer Education Advisors regarding best practice recovery and return to work.

To speak with our Mentally Healthy Workplaces team, contact us on **08 8233 2310** or email mentallyhealthy@rtwsa.com

Suicide and crisis support

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

Lifeline TEXT 0477 13 11 14
www.lifeline.org.au 13 11 14

Suicide Call Back Service 1300 659 467
www.suicidecallbackservice.org.au

Mental Health Triage Service 13 14 65

13 YARN 13 92 76
www.13yarn.org.au

Other supports

Head to Health
www.headtohealth.gov.au 1800 595 212

New Access for Small Business Owners
www.beyondblue.org.au 1300 945 301

For life threatening emergencies, call **000**.

Your support team

Mentally Healthy Workplace Consultants



Mardi Webber

Mardi is a registered psychologist with over 30 years experience in work health safety and injury management across a diverse range of industries and workplaces. Mardi's passion is in the area of workplace mental health, and is committed to supporting employers and employees in South Australia to thrive at work.



Holly Mason

With experience in organisational development and workplace wellbeing, Holly is dedicated to providing expert guidance and support to help organisations foster a thriving workplace. As a registered psychologist, Holly is a strong advocate for evidence-based approaches, drawing on the latest research and best practices to meet the unique needs of employers and industry.

Tools and Resources

To find out more about our Mentally Healthy Workplaces Service visit our website www.rtwsa.com or scan the QR code.



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 Service

Supporting your business to create a safe, productive and thriving workplace.



What is a mentally healthy workplace?

A mentally healthy workplace is a workplace that protects, responds to, and promotes positive mental health for everyone.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 are able to do their best work, regardless of whether or not they have a mental health condition.²

Benefits of a mentally healthy workplace

It makes good business sense to invest in employee mental health to improve workplace productivity and profitability.

Specific benefits to your business include:

- **Significant economic return on investment**
- **Reduced employee absenteeism**
- **Increased productivity**
- **Improved staff engagement and retention**
- **Being legally compliant (e.g. managing psychosocial hazards and risks).**³



Creating a mentally healthy workplace

Pillars of a mentally healthy workplace:⁴

Protect

Organisations and businesses have legal obligations related to employees' psychological work health and safety. This involves taking reasonably practicable steps to identify and manage 'psychosocial hazards', which are aspects of work that can lead to psychological or physical harm.

Respond

Creating an environment that reduces stigma, makes it safe to talk, supports early intervention, and ensures people within the organisation or business are able to recognise, respond, and refer to appropriate support services.

Promote

Bringing out the positive elements of work that enhance employee mental health. This includes strong workplace relationships, purpose, opportunities for personal and professional development, as well as activities that promote holistic employee wellbeing.



Critical success factors:

Leadership support

A visible, genuine and long-term commitment to mental health in the workplace from the business' senior leaders. Decision makers set the tone, culture, budgets, and strategic direction of organisations.

Employee collaboration and participation

Input must be sought from employees. Consulting with a range of staff provides valuable insights into what people need, and what would help to create a thriving workplace.

Ongoing communication and sustainability

Bringing employees on the change journey, clearly communicating any workplace mental health initiatives and updates. Regularly reviewing outcomes (both hits and misses) and embedding a sustainable approach.

Remember, creating a mentally healthy workplace can take time. It's OK to adopt an incremental approach. Taking small steps can make it feel more manageable.

¹- Australian Government- National Mental Health Commission (2022)- Blueprint for Mentally Healthy Workplaces
²- Heads Up (2016) Creating a mentally healthy workplace: A guide for business leaders and managers
³- SafeWork SA- www.safework.sa.gov.au
⁴- Adapted from the 'key pillars and principles' outlined in Australian Government- National Mental Health Commission (2022)- Blueprint for Mentally Healthy Workplaces
⁵- TNS & Beyond Blue (2014)- State of Workplace Mental Health in Australia
⁶- BeyondBlue (2014)- Heads Up initiative: Employer of choice study
⁷- ReturnToWorkSA- Insurer Statistics FY2023 Tableau Public www.rtwsa.com
⁸- Committee for Economic Development of Australia (CEDA) (2022)- Mental Health and the Workplace: How can employers improve productivity through wellbeing?

The costs of poor workplace mental health

The financial cost of poor workplace mental health is significant. Australian workplace survey results have shown:

- 20% of employees take time off from work each year because they feel stressed, anxious, depressed, or mentally unhealthy.⁵
- Almost 50% of Australian employees have previously left a workplace because it had a poor environment in terms of mental health.⁶
- Psychological injuries are the most costly type of claim, often having longer recovery times and more time away from work than physical injuries.⁷

The cost to Australian businesses has been estimated to be up to \$39.9 billion per year, through reduced productivity, absenteeism, and workers compensation claims.⁸