MENTALLY HEALTHY WORKPLACES A 'WIN WIN'

"A mentally healthy workplace is about so much more than ticking the compliance box. It's a social, ethical and economic imperative. It's about creating a space where everyone can do their best work."

– SA MENTAL HEALTH COMMISSIONER CHRIS BURNS

Do your best work

- ✓ **Happy, supported people in your workplace**
- ✓ **Better retention & recruitment**
- ✓ **Productivity boost**
- ✓ **Better customer service**
- ✓ **Less sick leave**
- ✓ **Fewer injury claims**

Resources

- Developing a workplace mental health strategy how-to guide and six-part email series **www.headsup.org.au**
- Guide to mental illness and the workplace & Mindful Employer Program **www.sane.org**
- Creating Thriving Workplaces **www.superfriend.com.au**
- Mental Health First Aid Training **www.mhfa.com.au**
- Healthy workers and workplaces **www.safework.sa.gov.au**
- Creating a mentally healthy workplace **www.rtwsa.com**
- Health and wellbeing training courses for employees and managers **www.business-sa.com**

Government of South Australia
SA Mental Health Commission

SOUTH AUSTRALIA

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samentalhealthcommission.com.au

SA Mental Health Commission
Achieving a
MENTALLY HEALTHY
Workplace
POCKET GUIDE

Achieving a MENTALLY HEALTHY Workplace

Mental ill-health is now the leading cause of work absence and long-term work incapacity in the developed world.

45% **OF AUSTRALIANS** will experience a diagnosable mental illness in their life

OVER **3 MILLION**[1] **AUSTRALIAN WORKERS EXPERIENCE** a mental health condition each year

1 in **5** have taken time off because they **FELT MENTALLY UNWELL** in the past year

Ignoring mental health costs **AUSTRALIAN BUSINESS** **$10.9 BILLION**[2] A YEAR

Where to begin?

"Be genuine, start small and don't be overwhelmed by the task."

– SA MENTAL HEALTH COMMISSIONER CHRIS BURNS

TOP TIPS

- ✓ Take action to ensure people in the workplace feel encouraged, supported and valued.

- ✓ Place as much importance on mental health as you do on physical health.

- ✓ Practise – and expect your staff to practise – respectful communication and behaviour.

- ✓ Promote available resources such as Employee Assistance Program or beyondblue 24/7 support services: **www.beyondblue.org.au/get-support/get-immediate-support**

- ✓ Encourage open conversations; get involved in RU OK Day? and learn how to raise awareness and increase mental health literacy to eliminate workplace discrimination: **www.sane.org**

- ✓ Get training for leaders, managers and workers so they can build their skills and confidence and know how to approach and support a colleague they're concerned about: **www.mhfa.com.au**

- ✓ Listen to your workers' ideas and suggestions on ways to create a mentally healthy & inclusive workplace and reduce risks such as bullying, poor workplace relationships, workplace change or high job demand. Implement their ideas.

- ✓ Assist workers experiencing mental health issues by making reasonable workplace adjustments and giving support as needed. If they have time off work, ensure they feel supported and also when they return to work. More information at ReturntoWorkSA: **www.rtwsa.com**

For ideas, information and resources on all of the above, check out the Go-To Guide for Workplace Mental Health and Wellbeing Resources: **samentalhealthcommission.com.au/workplace**