

# Workplace Mental Health and Wellbeing Programs

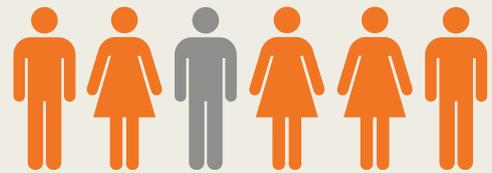


**Black Dog  
Institute**

## How much is mental ill health costing your business?

Mental illness costs the Australian economy over \$11 billion per year in lost productivity.

The estimated total employer cost for depression in the workplace is \$8,025 per affected individual per year.



Up to **1 in 6** of the working population are currently experiencing a mental illness

## The case for **investing in mental health and wellbeing** is compelling

Research shows that the majority of mental illness seen in the workforce is treatable, and possibly even preventable.

Establishing a mentally healthy workplace increases productivity, reduces turnover, reduces costs incurred from absenteeism, presenteeism and worker compensation claims. Your organisation attracts and maintains talent, becoming an employer of choice.

Moving beyond a risk management approach to a focus on mental health and wellbeing becomes a lever to improve organisational performance.



**Every dollar spent** on effective mental health actions **returns an average of \$2.30** in benefits to the organisation.

**“ The Institute’s workplace mental health research program is dedicated to understanding the links between work and mental illness, and translating the research into training programs to prevent workers becoming ill and leaving the workforce. ”**

— Dr Sam Harvey, Consultant Psychiatrist and Research Fellow, Black Dog Institute, Senior Lecturer in Workplace Mental Health, UNSW



# A flexible approach to program design

As every business is different, we work closely with our clients to design, deliver and evaluate training that matches their unique priorities and needs. Our expertise ensures this is an easy and well supported process. Customisation can include: content focus, imagery, corporate messaging, contextualised workplace scenarios and case studies.

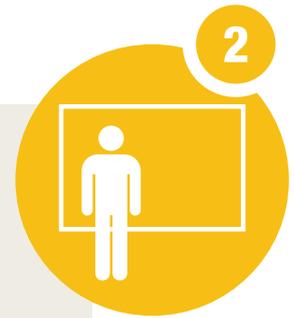
We are committed to developing effective strategies for implementation that set the direction of workplace mental health throughout each level of an organisation.

We know that effective behaviour change only occurs through multiple points of contact and repeated exposure, so we also provide you with a range of resources to provide ongoing support alongside training delivery.



## SITUATIONAL ANALYSIS

identifies key issues, priorities and objectives which leads to customisation of training materials.



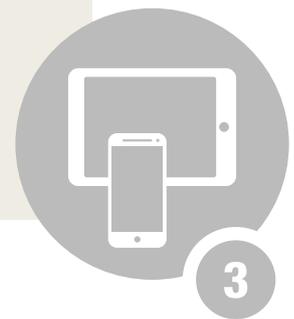
## TRAINING DELIVERY

through interactive, skills-based workshops or presentations delivered face to face by experienced clinical facilitators. Session length is flexible from one to six hours. Online programs can also be developed.



## EVALUATION

of training is carried out through pre- and post-training measures of knowledge and attitude, with the option of three or six month follow up to evaluate impact over time.



## SUPPORT RESOURCES

made available via organisational channels (intranet, newsletters etc) include reinforcing explainer videos, clinically proven online tools and apps, fact sheets and online self tests.



## CASE STUDY:

### Program design and national delivery

This Australian arm of a large multinational engaged Black Dog Institute to design and deliver training interventions to support its established workplace mental health and wellbeing priorities. The first phase of training was delivered nationally over nine months through a series of three hour, interactive, face to face workshops, to improve the skills of people leaders in recognising issues of mental health in their teams, manage conversations about mental health with team members, and manage their teams for positive

mental health and wellbeing. Phase two was delivered to all staff across the organisation, through face to face workshops and integrated web-based delivery designed to capture remote and isolated workers. This training focussed on developing an understanding of personal resilience and its importance in maintaining good mental health and wellbeing, and included a series of experiential activities which introduced practical strategies which could be applied in the workplace.



## CASE STUDY: Strategic boardroom briefing, policy development and training programs

This representative sporting body engaged Black Dog Institute to brief its Board on the impacts of workplace mental health and wellbeing and to work with its senior executives to develop a mental health and wellbeing policy. As a follow up to the policy development, Black Dog Institute worked with HR and WHS managers to customise and deliver interactive, face to face workshops to senior executives, people leaders and team members, with the objectives of:

- promoting mental health and wellbeing through practical activities and strategies at an organisation and team level
- providing everyone across the organisation with the skills to have effective conversations with team members and colleagues about mental health
- training people leaders to manage their teams for positive mental health and wellbeing
- increasing knowledge across the organisation about common mental health issues, reducing stigma, promoting early help seeking and building resilience.

# You can trust us to **deliver**

- **Relevance.** The Institute's unique operational model – which integrates research findings, clinical activities, and consumer and carer perspectives – means our educational programs draw on the best available evidence and are innovative, relevant, and skills based.
- **Measurable outcomes.** We work with you to conduct pre and post training evaluation of key workplace mental health measures, using organisational data and BDI evaluation tools, ensuring you can see and measure the impact of our interventions.
- **Expertise.** Our workplace facilitators are experienced educators and clinicians in mental health and international experts in organisational change management. They know what they are talking about, and how to talk about it in an engaging, practical way.
- **Credibility.** The Black Dog Institute is a leading Australian and international research authority on workplace mental health, depression and bipolar disorder, e-mental health initiatives and suicide prevention.
- **Community impact.** As a non-profit organisation, all funds raised are invested back into the community through our research, eHealth and community education programs.

## Organisational clients investing in Black Dog wellbeing programs

St George  
CBA  
Westpac  
CHEP  
NRL  
NSWRL  
Cisco  
Sensis  
Vale Australia  
Xstrata Coal  
Forestry Corporation  
of NSW

Department of Defence  
NSW Police  
Australian Trade Commission  
Sydney Trains  
Virgin Australia  
Qantas  
Australian Legal Practice  
Management Association  
Tress Cox Lawyers  
Australian Government  
Solicitor

## Contact us

To enquire about our Workplace Mental Health and Wellbeing Programs, please email us at [workplace@blackdog.org.au](mailto:workplace@blackdog.org.au)

Visit us at [www.blackdoginstitute.org.au](http://www.blackdoginstitute.org.au)  
or follow us on Twitter and Facebook: [@blackdoginst](https://twitter.com/blackdoginst)



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