

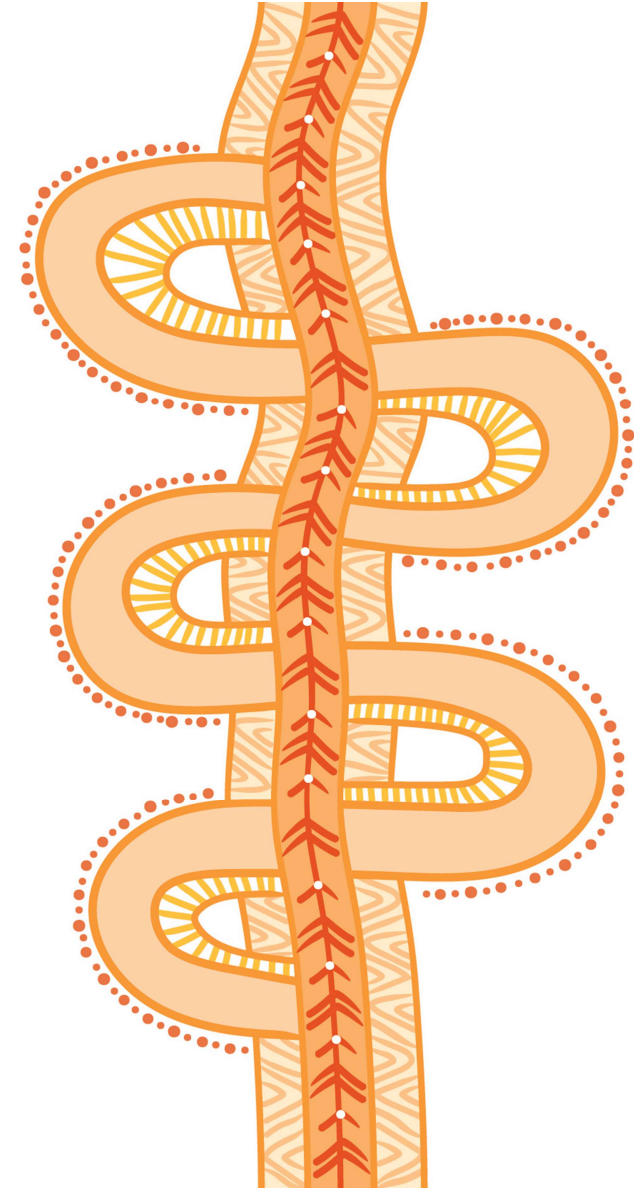
Creating Mentally Healthy Workplaces



Acknowledgement of Country

I acknowledge the Aboriginal and Torres Strait Islander peoples as the first inhabitants of this nation, and the traditional custodians of the lands on which we meet and work.

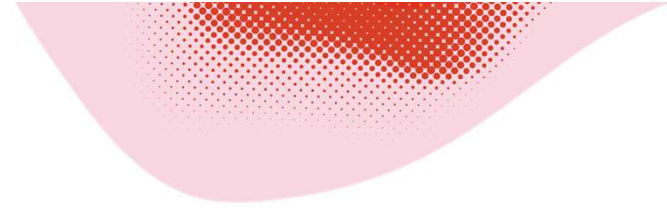
I recognise their continuing connection to land, water and community. I pay respects to all Aboriginal and Torres Strait Islander Elders past, present and emerging from all nations across this country.



Who we are and what we do

Black Dog Institute is a global leader in mental health research and the only Medical Research Institute (MRI) in Australia to investigate mental health across the lifespan.

Our unique translational approach allows us to quickly turn our world-class scientific findings into clinical services, educational programs and e-health products that improve the lives of people with mental illness.



Science



Compassion

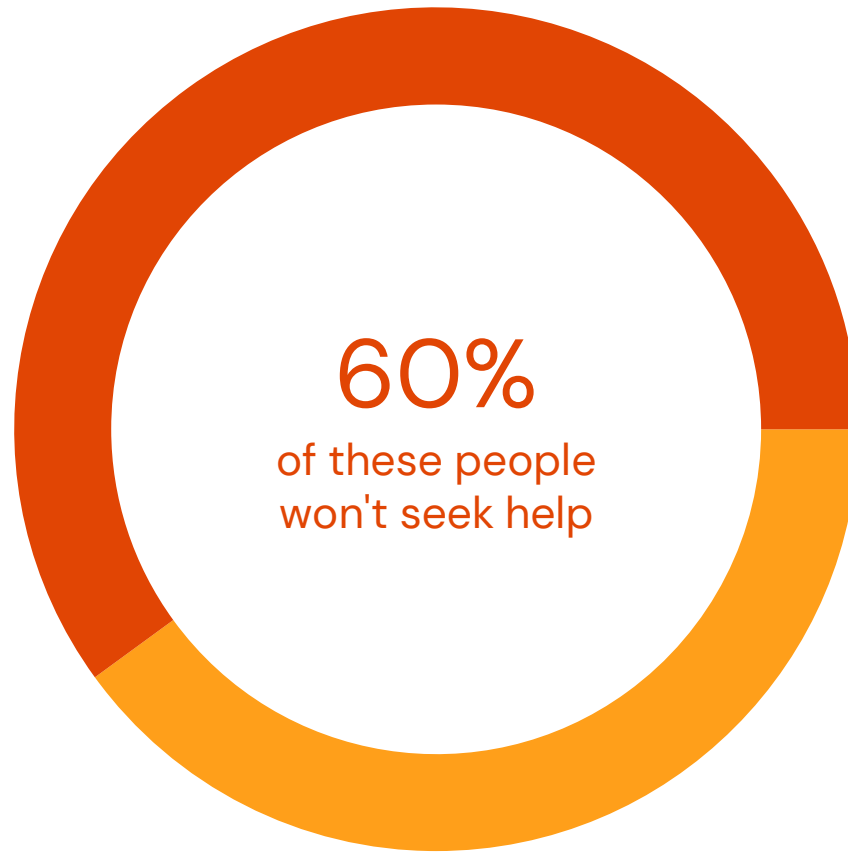


Action



1 in 5

Australians will experience
symptoms of mental
illness in any given year.



What is the role of work in mental health and wellbeing?

Creating a mentally healthy workplace has many benefits for both employers and employees.

From an organisational perspective, addressing mental health in the workplace can increase productivity and employee engagement.

For the individual, it means a healthy, balanced life and psychological wellbeing.

\$39 Billion

Cost of mental illness to Australian businesses per year

\$2.30

R.O.I. for every dollar spent on mental health actions



Mental illness at work: Rights and responsibilities

An employer must, so far as is reasonably practicable, provide and maintain a working environment that is **safe and without risks to health**



A mentally healthy workforce is the foundation to a successful business

Workplaces that invest in mental health are more productive and have a competitive advantage, attracting and retaining the best talent.



Increase engagement

Have a more productive workplace with reduced absenteeism and presenteeism.



Attract and retain Employees

Get a competitive advantage by being an employer of choice.

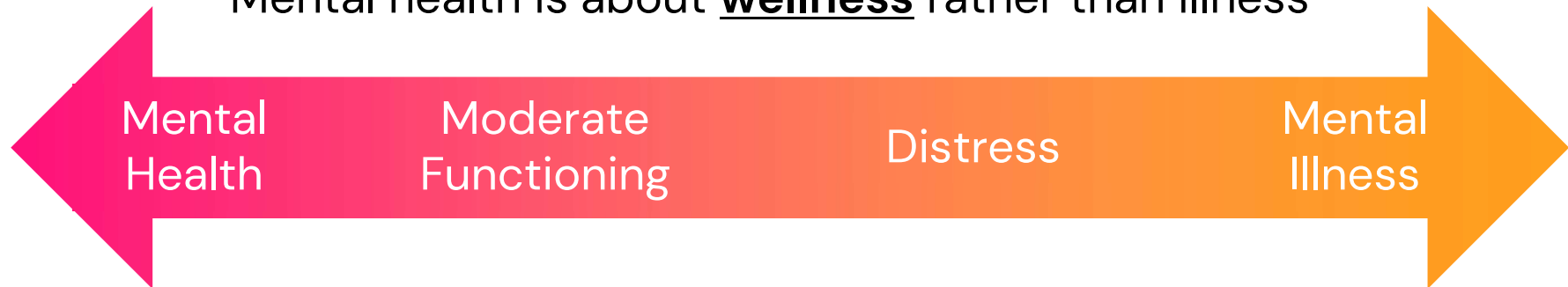


Improve bottom line

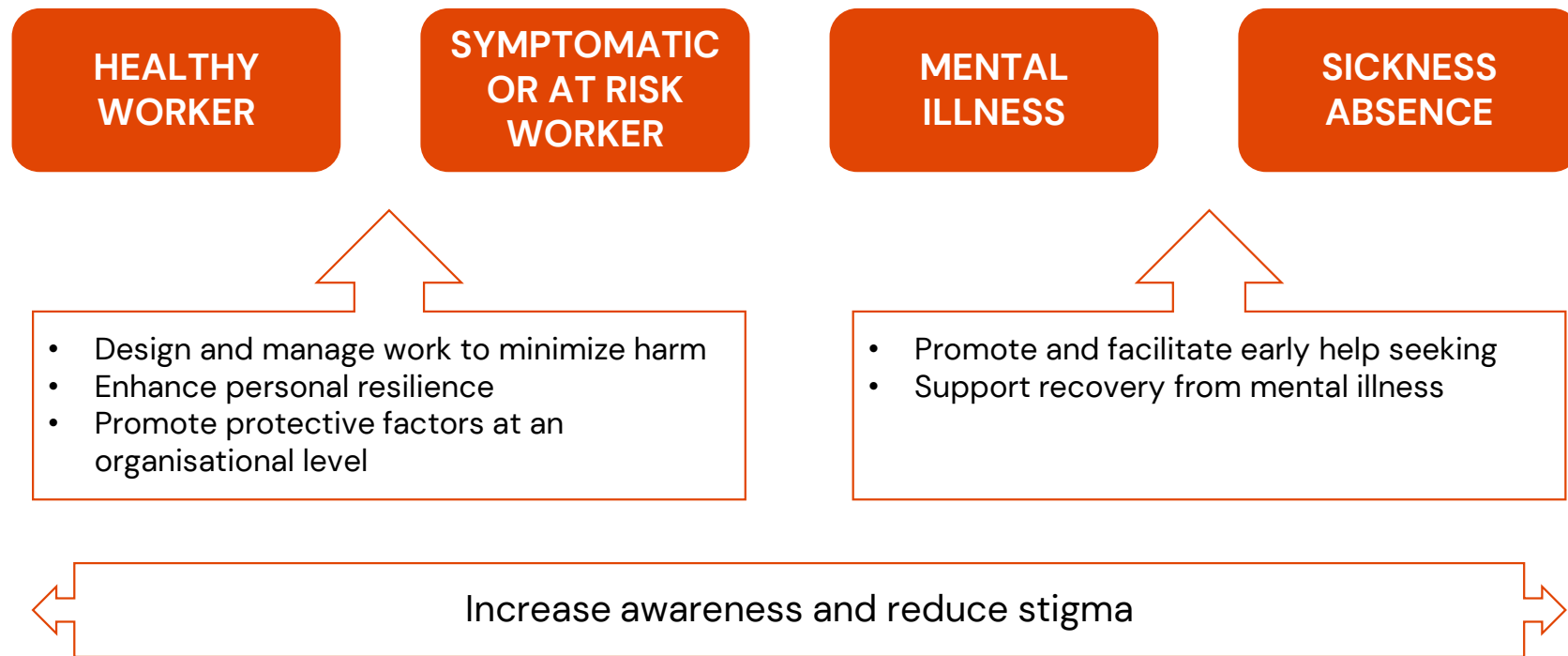
Save costs through reduced workers compensation claims and increased productivity.

Understanding Mental Health Continuum

Mental health is about wellness rather than illness



Research shows preventative interventions are effective



Everyone has a role to play

Executive & senior leaders

- Establish policy framework & agreed measures

People leaders

- Identify & manage protective risk factors
- Increase mental health & wellbeing literacy, promote help-seeking
- Manage mental health at a team level

All employees

- Increase mental health & wellbeing literacy, promote help-seeking
- Build personal resilience

Reduce stigma

Six ways employers and people leaders can help make workplaces mentally healthier



1. Smart work design



2. Building personal resilience



3. Building better work cultures



4. Increasing awareness of mental health



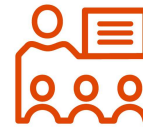
5. Supporting staff recovery from mental illness



6. Early Intervention

How we can help

- Get practical skills to build a mentally healthier workplace
- Evidence-based training delivered by experts for everyone in the workplace from employees to employers
- Receive dedicated support from specialist Workplace Engagement Team



85,500+ people trained
from more than 1,200 workplaces
across Australia



99% of participants
would recommend training and intend to
implement their learnings into practice



BDI Manager Training has been shown to
deliver a return on investment of
\$10 for every \$1 spent

Training Programs

Senior executives

- Build knowledge and skills to influence change at an organisational level

Team leaders, managers and supervisors

- Develop knowledge and skills to impact positive mental health and wellbeing at a team level

All employees/team members

- Gain greater understanding of mental health issues and support strategies to manage individual mental health and support others
- Build knowledge and skills to manage uncertainty and stress



Free mental health training for NSW eligible businesses– funded by NSW Government

Since 2019, we've been delivering our evidence-based workplace mental health training to small and medium-sized businesses in NSW as part of the NSW Government's Mentally Healthy Workplaces strategy.

Eligibility: Businesses based in NSW with less than 200 employees or not-for-profits of any size



Over 39,000+ people trained
with 99% of participants recommending training



3 training programs available
for staff, managers, and leaders



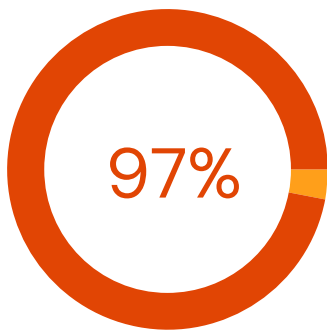
Flexible delivery options
Interactive workshops (online or face-to-face)
Self-paced online training

Proudly funded by

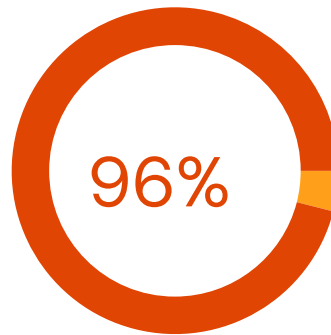


Post-training results

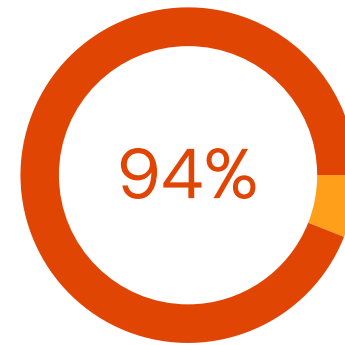
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of managers report understanding actions they can take to minimise risks to mental health in the workplace



of managers report understanding of the impact of role design on workers' mental health



of workers know where to find help for mental health problems

Free engagement tools & resources

BDI provides a range of evidence-based tools and resources designed to improve mental health and wellbeing

Mental Health Toolkit



myCompass



The BDI Online Clinic



Fact sheets & resources



Visit [Blackdoginstitute.org.au](https://blackdoginstitute.org.au) to download



Science.
Compassion.
Action.



www.blackdoginstitute.org.au

**Get in touch to discuss how we can help
you create a mentally healthier workplace**

workplace@blackdog.org.au

