



# Improve Employee Wellbeing at Work

*“Mental illness gnaws away at participation, it gnaws away at productivity.” Prime Minister Malcom Turnbull, 2015*

The content of this workshop includes understanding mental health and mental illness and how to have conversations with staff about associated workplace behaviours. Develop an understanding of the term “mental health”, obligations of managers and leaders (not only to the individual but also the team and organisation) and refinement of practical skills in how to discuss mental health in a work context from a performance point of view. This workshop was previously titled “Difficult Conversations #1”. There has been some change to the content to incorporate more applied learning opportunities but if participants have previously completed “DC#1”, they can receive credit for completion.

## Content

- What is meant by the term ‘mental health’
- Types of mental health conditions commonly present at work
- Obligations of managers and employers
- What if they don’t want to discuss this?
- 6 step approach to ‘difficult conversations’
- Managing performance concerns
- Managing possible reactions
- Case study and practical discussion
- Identifying ‘reasonable adjustments’

## Outcomes

- Understand the common experience of mental health concerns
- Understand organisational/managerial obligations in managing mental health (individual/team/organisation)
- Understand issues around confidentiality
- Have a framework to discuss mental health concerns
- Feel confident in running a meeting to discuss mental health concerns
- Be able to identify reasonable adjustments

## Benefits to you

- Increased understanding of mental health
- Increased confidence in leading a meeting to discuss mental health and performance concerns
- Increased awareness of resources to assist managers and individuals around mental health in the workplace
- Greater insight into balancing the needs of the individual/team/department around mental health

## Benefits to your Department

- Early intervention where mental health impacts performance
- Skills building for managers
- Improvements in team cohesion & communication
- Increase psychological wellbeing in the workplace which increases productivity and decreases absenteeism
- Provides employees with wellbeing tools that help meet duty of care obligations under WH&S policies
- Return on investment in mental health initiatives in organisations has been estimated to be \$2.30 for every \$1 invested

<b>Competency Framework Level</b>	<a href="#">First Line Manager</a> Common (ASO3 –ASO5) <a href="#">Middle Manager</a> Core (ASO6- ASO8)
<b>Duration</b>	1 Half Day 9:00 am – 12:30 pm
<b>Facilitators</b>	<a href="#">Luke Broomhall</a> or <a href="#">Samantha Young</a>
<b>Price</b>	<a href="#">Professional Member</a> : \$160 <a href="#">State Government Member</a> : \$199 <a href="#">Corporate Member</a> : \$199 Non-Member: \$245

*Refreshments, morning tea, a comprehensive workbook and certificate of participation, (signed by IPAA SA President and Commissioner for Public Sector Employment, Erma Ranieri) will be provided.*



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