



Mental Health the Workplace

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The facts



- Over 3 million Australians each year experience depression and/or anxiety disorders
- 1 in 4 people will experience an anxiety disorder in their lifetime
- 1 in 5 women and 1 in 8 men will experience depression in their lifetime
- Males experience higher levels of substance use disorders

Depression is costing your organisation

Absenteeism + lost productivity

= **\$9,660** per full-time employee
with untreated depression p.a.
(\$650,000 p.a. per 1,000 employees)

Source: Caleo & Hilton, Queensland Centre for Mental Health Research, 2004

Other workplace implications



- ✓ Workplace culture
- ✓ Legislative compliance
- ✓ Productivity

Depression and anxiety disorders



- Are diagnosable clinical illnesses
- Are different for different people
- Are different from feeling stressed
- Often occur together, or with substance use disorder
- Effective treatments are available

50% of people with anxiety or depression do not seek professional help



What is depression?



- Feeling sad, down or miserable/lack of interest or pleasure
- Lasts for more than two weeks
- Symptoms across the following areas:

Common signs of depression



Physical

- Disturbed sleep
- Appetite changes
- Sick and run down
- Fatigue

Feeling

- Overwhelmed
- Indecisive
- Lacking confidence
- Irritable

Thinking

- Negative thinking patterns
- Hopeless, helpless and worthless
- Suicidal thoughts

Behavioural

- Poor concentration
- Reduced Productivity
- Alcohol and other drug use
- Social withdrawal

What are anxiety disorders?



- There are a range of different disorders with different signs and symptoms
 - Generalised Anxiety Disorder (GAD)
 - Specific Phobias
 - Obsessive Compulsive Disorder (OCD)
 - Post-Traumatic Stress Disorder (PTSD)
 - Panic disorder
 - Social phobia

Common signs of anxiety disorders



Physical

- Muscle pain
- Difficulty sleeping
- Restless and on edge
- Sweating

Feeling

- Overwhelmed
- Fearful
- Sudden, intense panic
- Irritable

Thinking

- Constant worrying
- Recurring / obsessive thoughts

Behavioural

- Avoidance
- Poor concentration
- Alcohol and other drug use

Risk and protective factors



Chronic illness

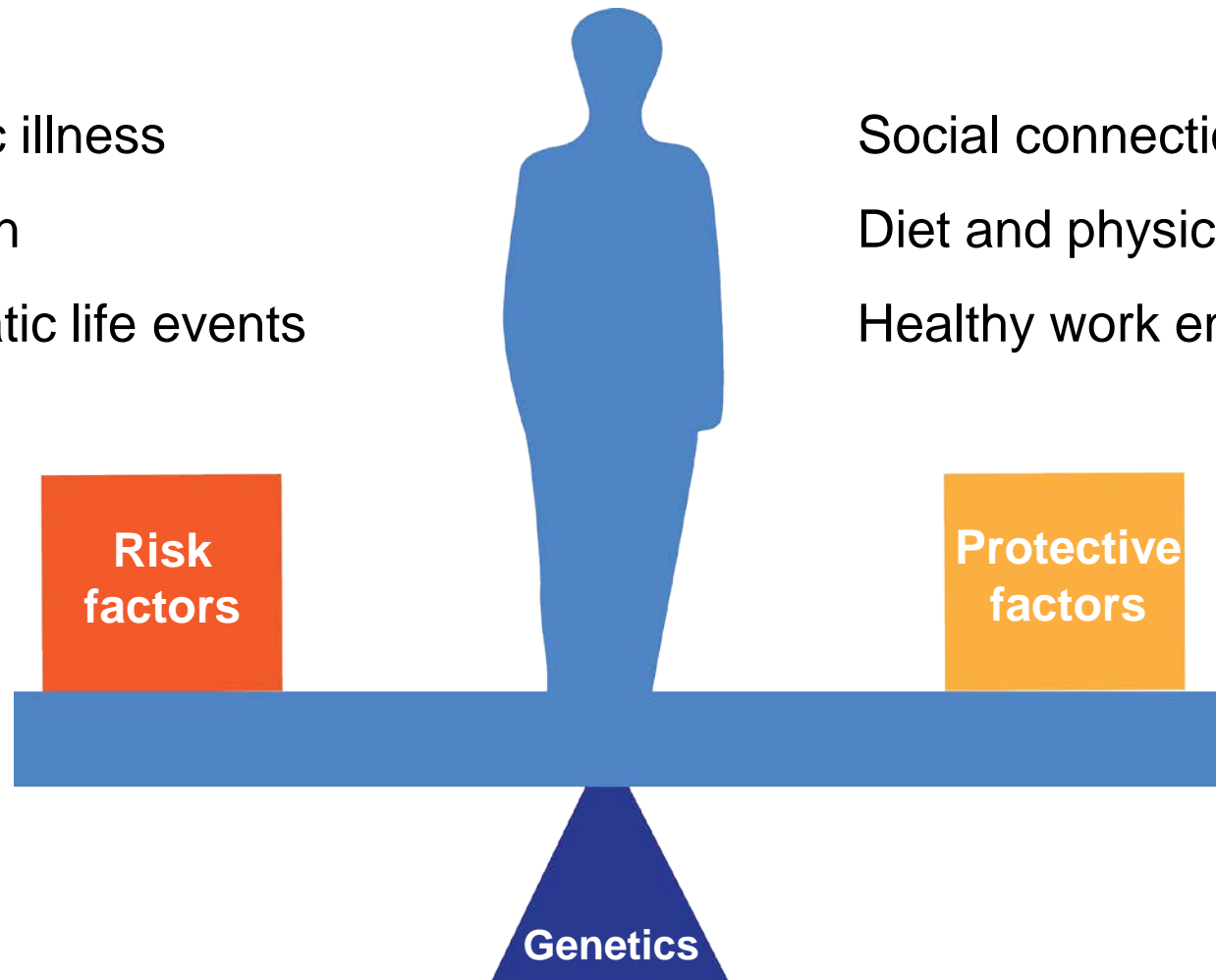
Isolation

Traumatic life events

Social connection

Diet and physical activity

Healthy work environment



Workplace Risk factors



- ✗ High demands
- ✗ Low job control
- ✗ Work overload or pressure
- ✗ Lack of control and participation in decision making
- ✗ Unclear work role
- ✗ Job insecurity
- ✗ Long working hours
- ✗ Bullying, discrimination and harassment
- ✗ Poor communication
- ✗ Inadequate resources

Workplace Protective Factors



- ✓ Strong leadership
- ✓ Strong morale
- ✓ Employee consultation and involvement in decision making
- ✓ Collaborative peer working relationships
- ✓ Effective training for managers and staff
- ✓ Effective mental health policies and programs



The screenshot shows the beyondblue website homepage. At the top, there is a navigation bar with links for 'About us', 'Get information', 'Symptom Checklists', 'Getting involved', 'Research', 'Media', and 'Get Help'. Below this is a main content area with several sections:

- Left sidebar:** Features the beyondblue logo and a vertical menu with buttons for 'Depression', 'Anxiety', 'Bipolar disorder', and 'Antenatal and Postnatal Depression'. Below this is a 'TOP 10 WEBSITE' award badge from hitwise for 2010.
- Central feature:** A large graphic for 'NOVEMBER THE REAL DEAL' with the text '100% Face Grown' and 'HAND BRUSHED IN THE GREAT OUTDOORS 2011'. Below the graphic is the heading 'It's moustache season' and a paragraph about the 'Moustache Month' campaign.
- Right sidebar:** A 'In the news' section with several news items, including 'How to survive retirement', 'New research identifies brain chemicals and circuits involved in mental illnesses', and 'Postnatal Depression Awareness Week'. Below this is a 'Find a GP or mental health practitioner in your local area' button.
- Bottom right:** A 'Find a Doctor or other Mental Health Practitioner' button, a 'the shed online' logo, and a 'beyondblue Postnatal Depression JustSpeakUp.com.au' logo.

Find a GP or mental health practitioner in your local area