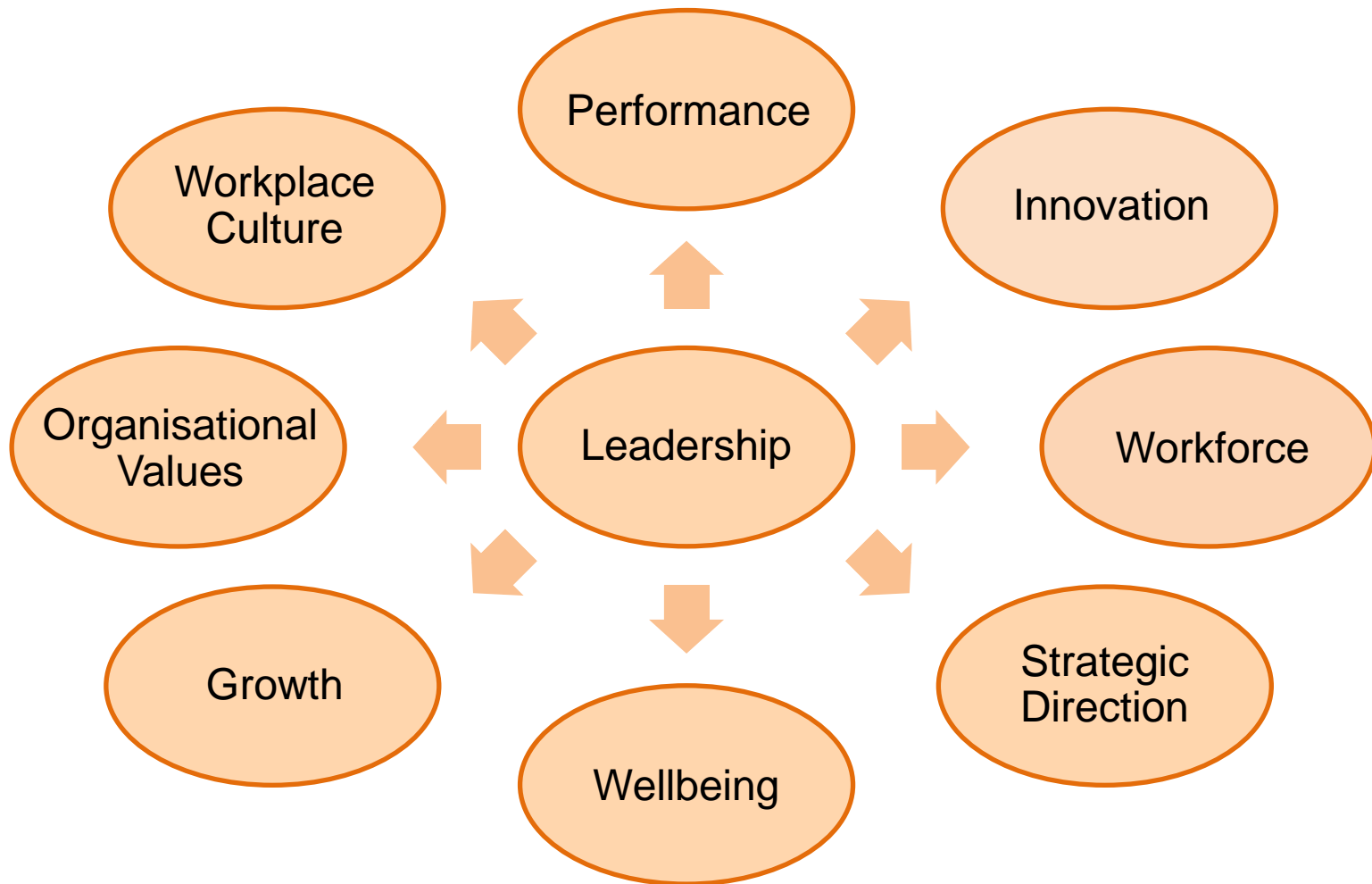




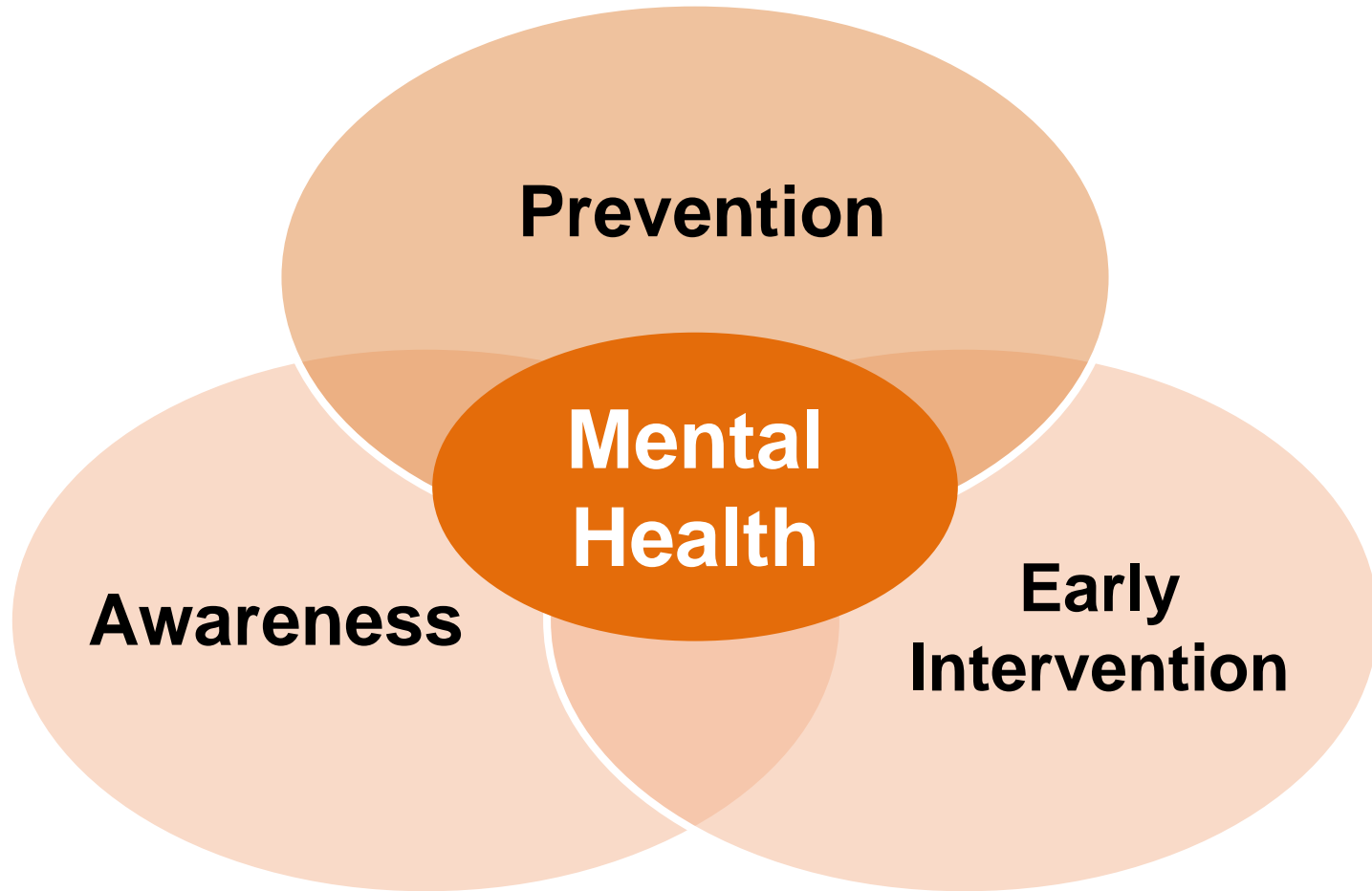
Mental Health the Workplace

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beyondblue Workplace Program

Leadership and mental health



Approaches to mental health in the workplace



- Are all staff educated in relation to mental health?
- Do our policies include mental health?
- Are the policies clear, easy to understand and accessible?
- Do the relevant staff know how to implement the policies?
- Is mental health included in our health promotion initiatives?

- Is our culture a collaborative one in relation to assisting staff overcome difficulties?
- Do we have strong leadership in regards to mental health in the workplace?
- Are we aware of the mental health risks particular to our workplace?
- Do we have a plan to minimize workplace mental health risks?
- Is everyone in the workplace aware of relevant legislative requirements?

- Do senior staff know how to role model regarding early intervention for mental health problems?
- Are our managers/staff trained in early intervention strategies?
- What support mechanisms are in place for managers managing staff with mental health conditions?
- What external support is available to staff (e.g. EAP)
- Do we have policies in place regarding return to work and reasonable adjustments?

Effective management strategies – for the individual



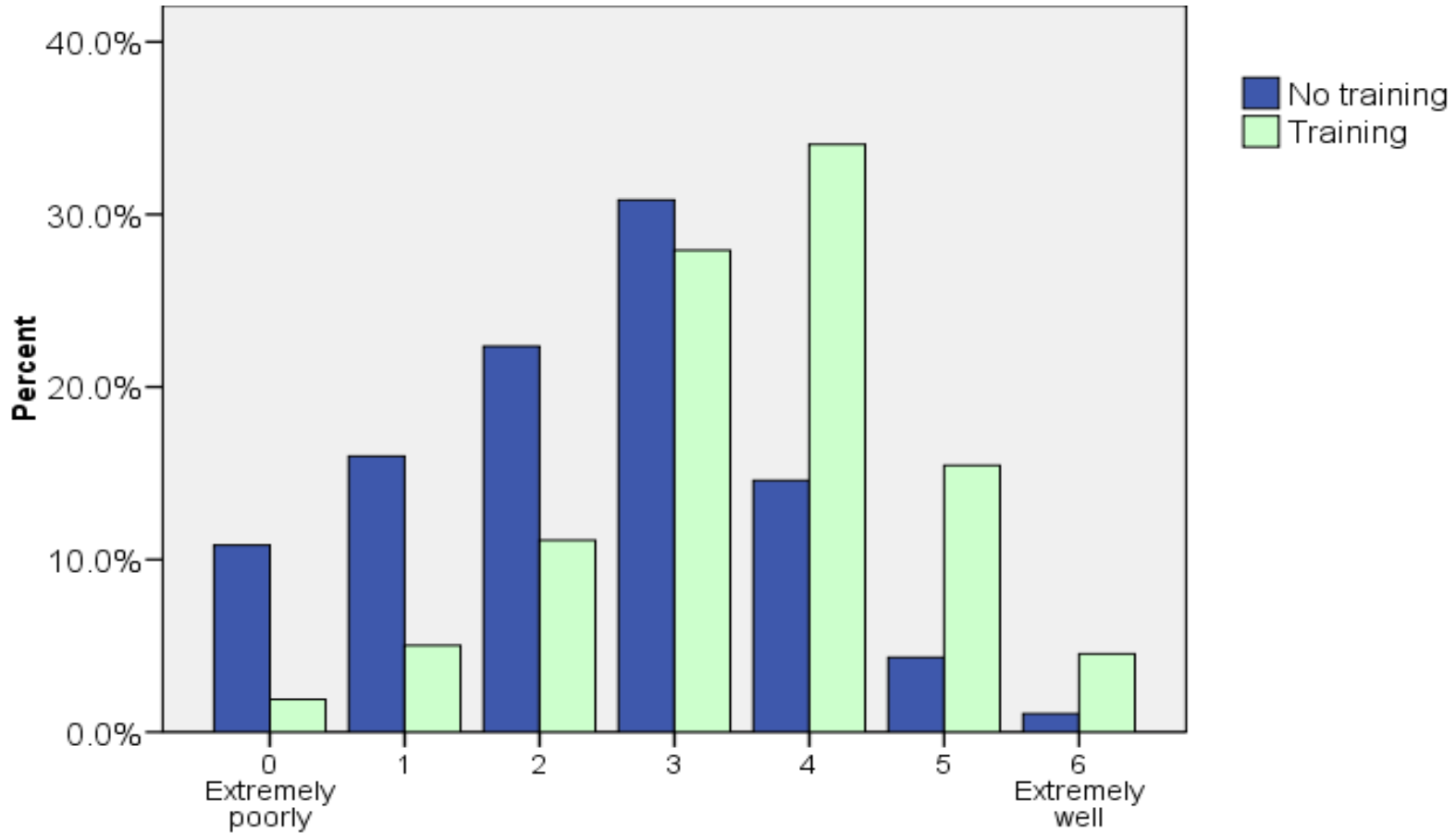
- Talk to others – be collaborative
- Develop a work plan
- Make reasonable adjustments
- Ask them what to tell others in the team
- Manage absence if required

Effective management strategies – for the organisation/team



- Manage workloads
- Communicate appropriate information
- Consider the personal impact
- Manage stigma or misconceptions

How well is your organisation equipped to effectively manage mental health issues?



How can *beyondblue* assist you?



- National Workplace Program
- *beyondblue* websites
 - www.beyondblue.org.au
 - www.youthbeyondblue.com
 - Online learning modules
- Range of free resources
- Information Line 1300 22 4636