



Asia Australia
Mental Health



THE UNIVERSITY OF
MELBOURNE

WORKPLACE DEPRESSION: LET'S TALK ABOUT MENTALLY HEALTHY WORKPLACES

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Definition

A Healthy Workplace

- ...is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of all workers and the sustainability of the workplace

Significant impact of global marketplaces

- Increasing globalisation and competition
- Advances in information and communication technology
- More people living and working in overcrowded cities
- Long commutes in difficult traffic
- Longer working hours away from families
- General acceleration of the pace of life, constant time pressure, intensified working days just to maintain the status quo



What is work related stress?



Work related stress occurs when someone feels that the demands of their role are greater than their abilities, skills or coping strategies. Prolonged or excessive job stress can be a risk factor for developing mental health problems such as depression...

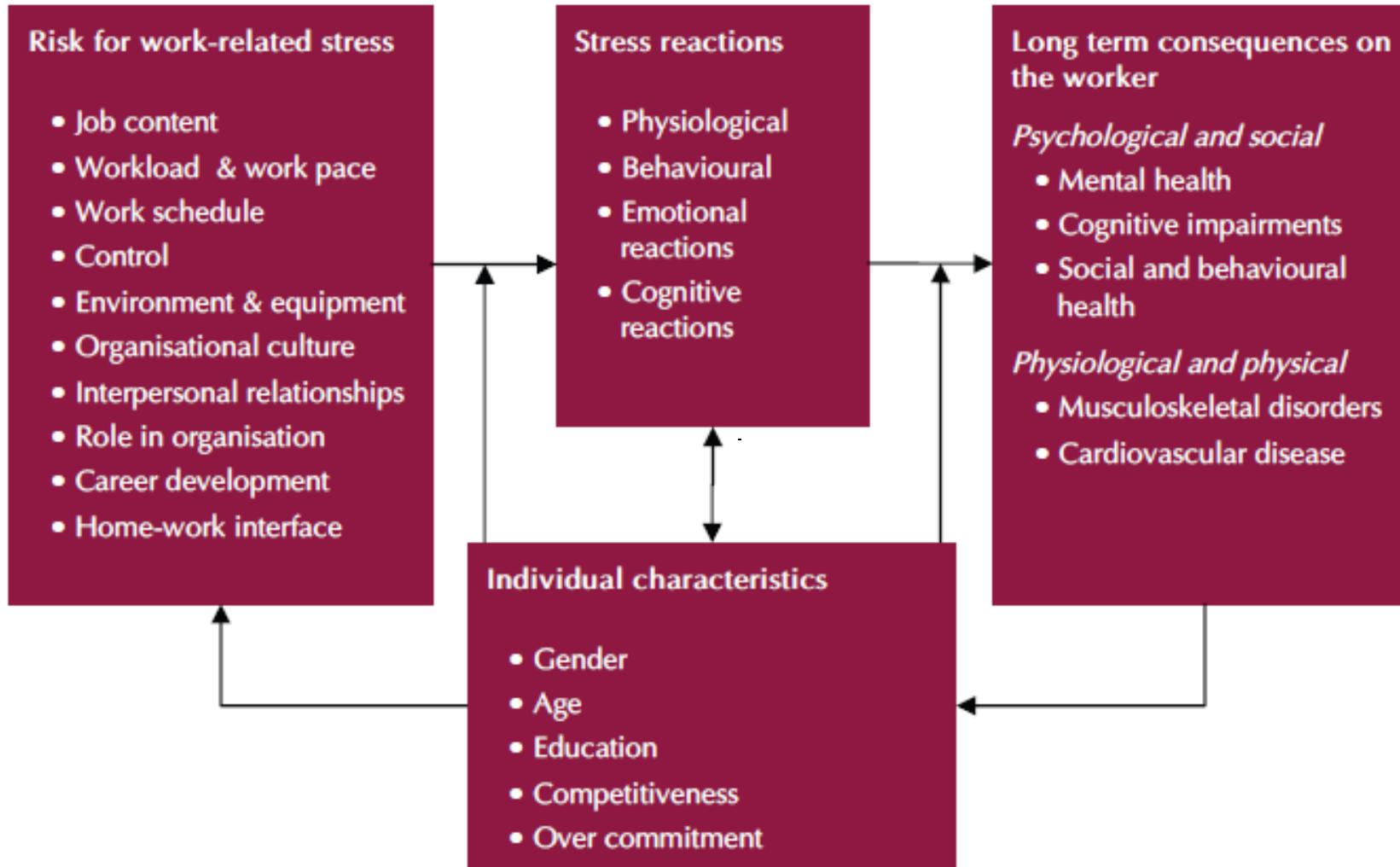
Factors contributing to workplace mental health problems

Increasing evidence that both the content and context of work can play a role in the development of mental health problems in the workplace. Key factors include:

- Workload (long hours, no breaks, tight timelines)
- Monotonous or unpleasant tasks
- Lack of participation and control in the workplace
- Lack of support from supervisors
- Role ambiguity or conflict
- Lack of recognition at work
- Discrimination based on inequity
- Bullying and harassment
- Poor interpersonal relationships with co-workers
- Poor working conditions
- Poor leadership and communication
- Conflicting home and work demands

WHO 2005: Mental Health Policy and Service Guidance Package

Risk for Work Related Stress



Workplace mental health issues : Key facts



- At least 1 in 4 people will experience a mental health problem each year



- Depression and anxiety are now the leading causes of long term absenteeism and “presenteeism” (reduced productivity at work)



- On average, someone with untreated depression will need three to four days of additional sick leave a month



- Untreated depression and anxiety costs business:
- Australia (24 million pop) = \$11 billion
- UK (64 million pop) = £70 billion

Common symptoms of depression

beyondblue.org.au

Feelings

- Overwhelmed
- Guilty
- Getting angry or frustrated easily
- Lacking confidence
- Unhappy, miserable or sad
- Indecisive
- Disappointed

Physical

- Constantly tired
- Feeling sick and run down
- Headaches/ muscle pains
- Sleep problems
- Loss or change of appetite
- Experiencing significant weight loss or gain

At work

- Turning up late
- Finding it hard to meet reasonable deadlines
- Withdrawing from colleagues
- Relying on alcohol and sedatives
- Taking excessive sick leave
- Having difficulty concentrating or managing multiple demands

Return on investment analysis

Analysis of costs for implementing interventions:

- successful implementation of an effective mentally healthy workplace, organisations can expect a positive return on investment (ROI) of 2.3. That is, for every dollar spent on successfully implementing an appropriate action, there is on average \$2.30 in benefits to be gained by the organisation
- benefits include improved productivity, via reduced absenteeism and presenteeism, and lower numbers of compensation claims.

Creating a mentally healthy workplace

Return on investment analysis



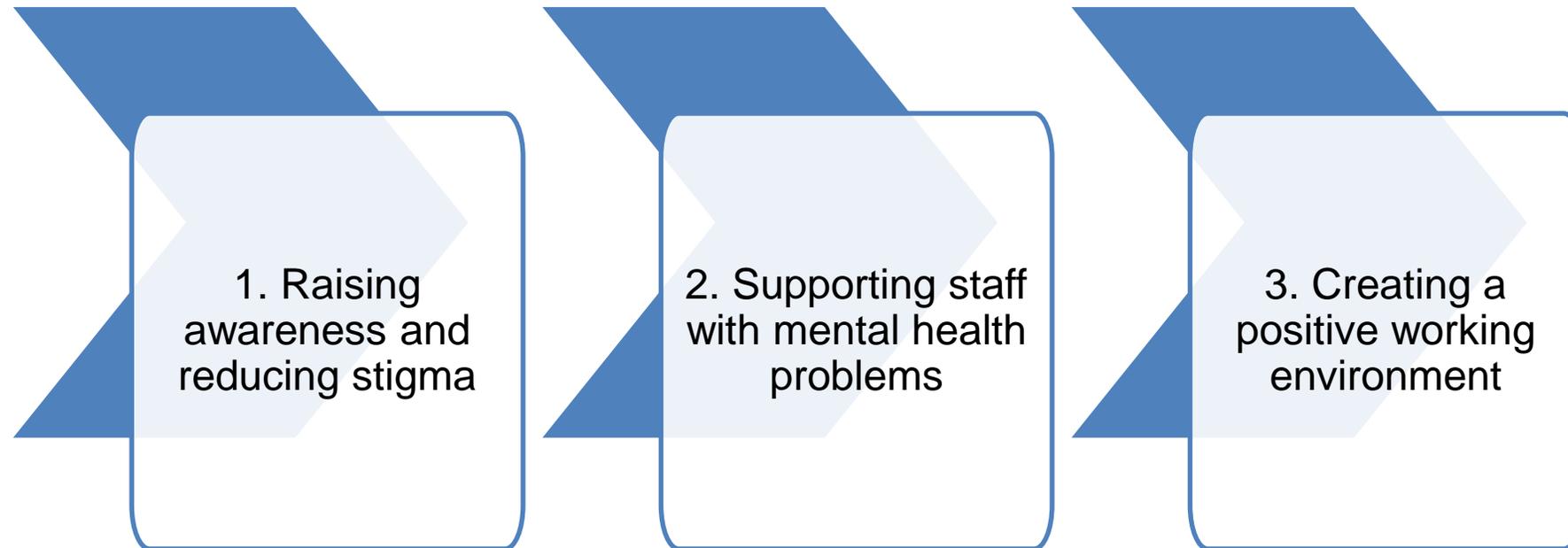
pwc



Taking Action in the Workplace: PWC report



Key Recommendation: Action should focus on:



A mentally healthy workplace



Encourages everyone to speak openly about mental health



Supports all employees, including those with mental health problems



Focus on activities that improved staff morale and engagement



Enjoys high staff loyalty



Has fewer interpersonal conflicts and complaints



Sustains high productivity



Reduced staff turnover

5 keys to Healthy Workplaces



Key 1: Leadership commitment and engagement

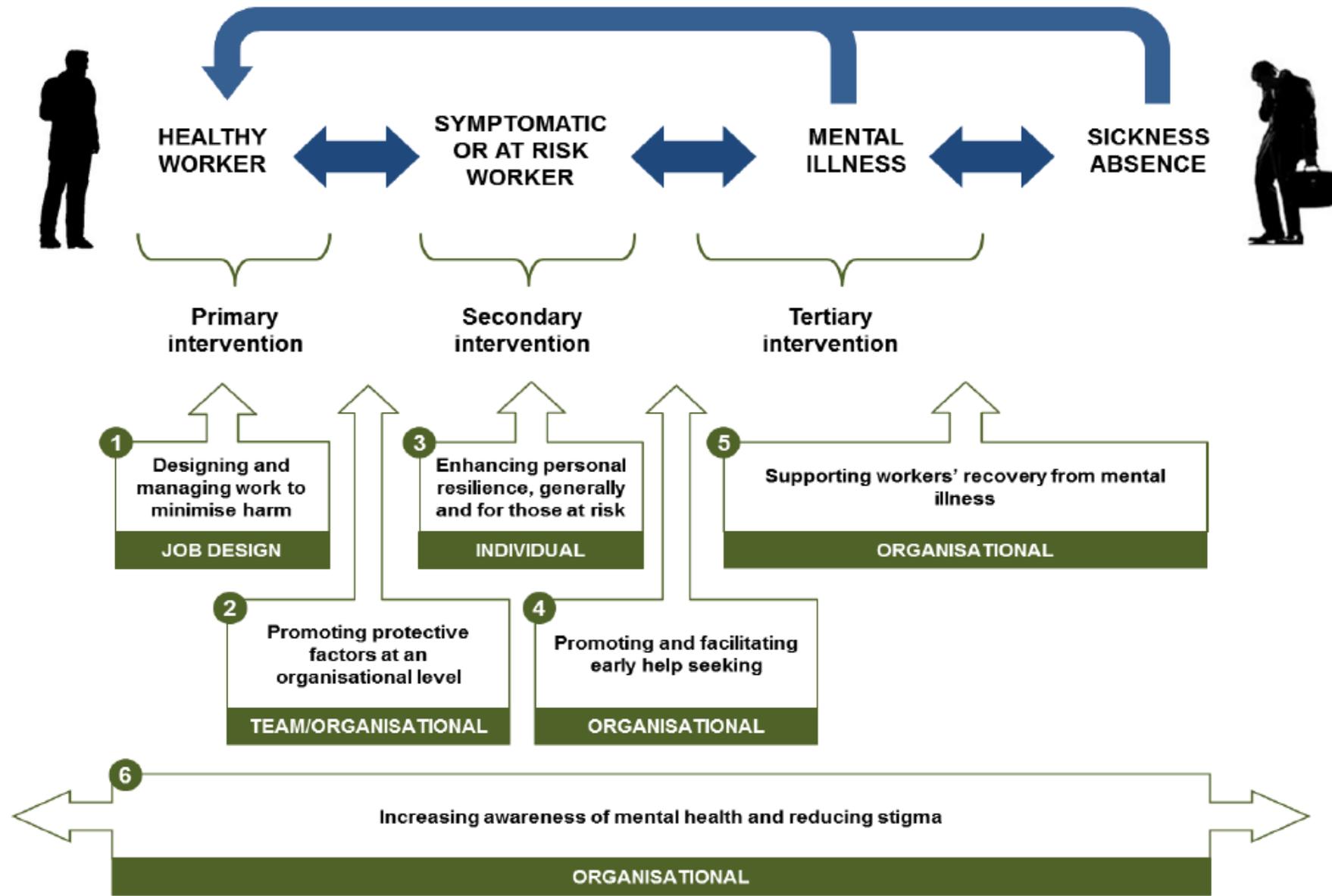
Key 2: Involve workers and their representatives

Key 3: Business ethics and legality

Key 4: Use a systematic, comprehensive process to ensure effectiveness and continual improvement

Key 5: Sustainability and integration

WHO Global Plan of Action on Workers' Health, 2008-2017



The Evidence Base: Six Key domains which workplaces need to address to maximise the mental health and wellbeing

2014 Developing a Mentally Healthy workplace (Australia- Mentally Healthy Workplace Alliance)

Awareness and Education

How to be mentally healthy at work

Guidance on work-related stress
Spice of life or kiss of death?



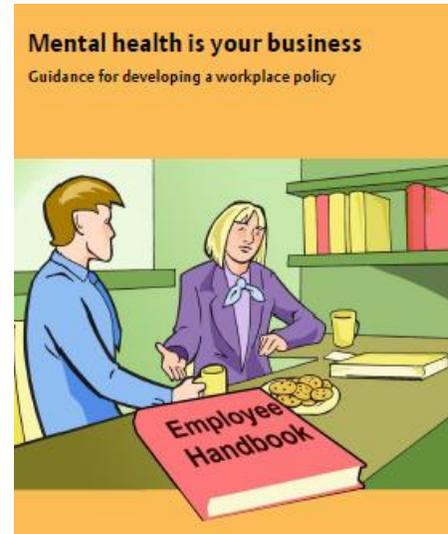
SoFA.
Social Firms Australia

"A supportive workplace allows me to keep my job even when I'm having a tough time"
- consumer advocate

Developing Natural Supports in the Workplace

A guide for managers

This fact sheet will provide useful strategies to develop a supportive workplace for employees including those with a mental illness.



Thank you

Contact for further information:

<http://medicine.unimelb.edu.au/school-structure/psychiatry>

<http://aamh.edu.au/>