

Healthier Work Day Forum
Friday 18 October 2019

healthier work



healthier
work



Creating a mentally healthy workplace

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WHS LEGISLATION

- Health is defined as both physical and psychological
- Section 19 - Primary duty of care
 - Safe systems of work
 - Information, instruction, training, supervision
 - (3) (g) Monitoring risks to health
- Duty to consult
- Due diligence
- So far as reasonably practicable

Other legislation

- Anti discrimination
 - requires reasonably adjustments to be made to allow workers to perform job requirements
- Fair Work Act 2009
 - flexible working arrangements eg hours, patters of work
- Fair Work Commission
 - Stop bullying order

Other legislation – disclosure & privacy

If a worker discloses their mental health condition:

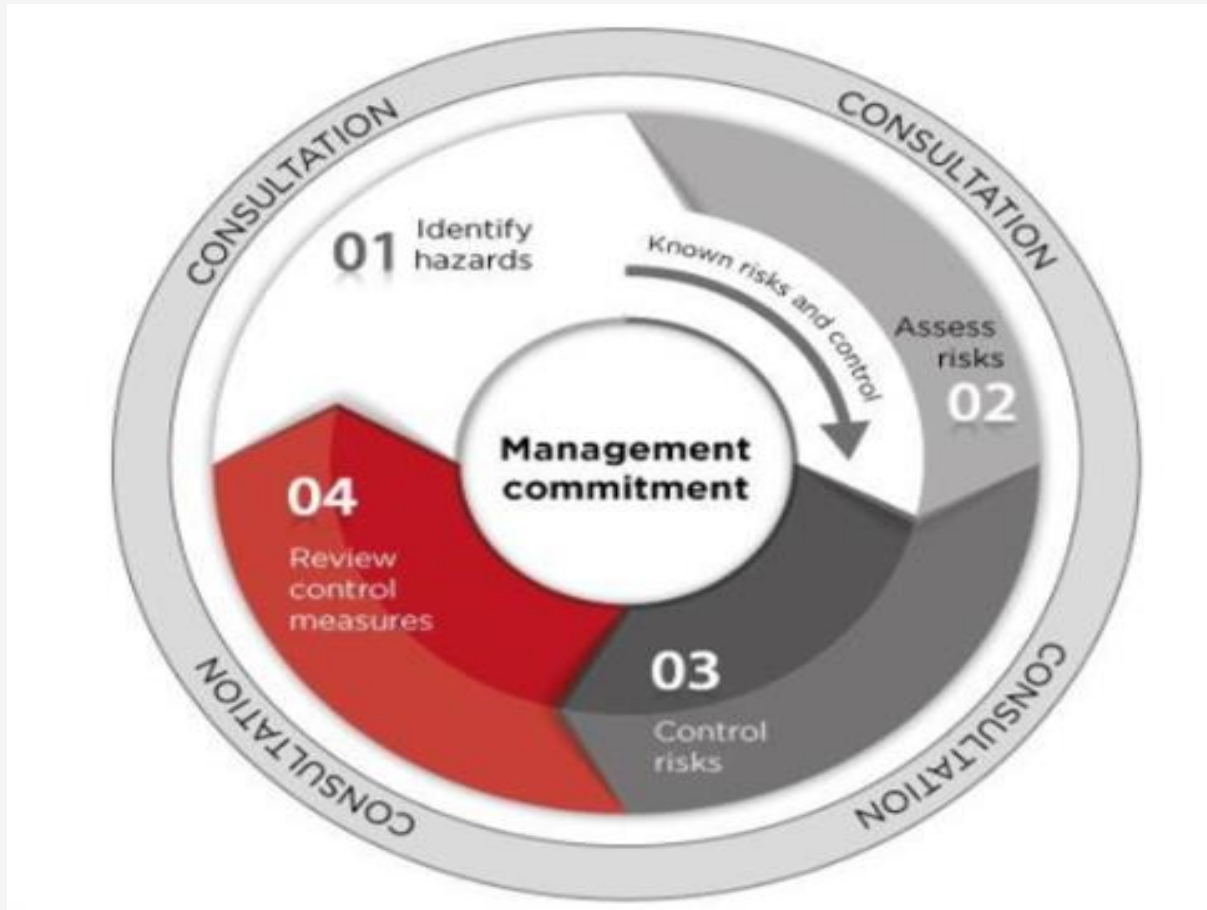
- Privacy legislation ensures personal information is not disclosed to anyone without the consent
- Any information can only be used for the purposes for which it was disclosed

What's better than intervention?

Prevention



Risk Management



Step 1: identify

Step 2: assess

Step 3: control

Step 4: review

Systematic approach



National Guide released June 2018 by SafeWork Australia



Work-related psychological health and safety

A systematic approach to meeting
your duties

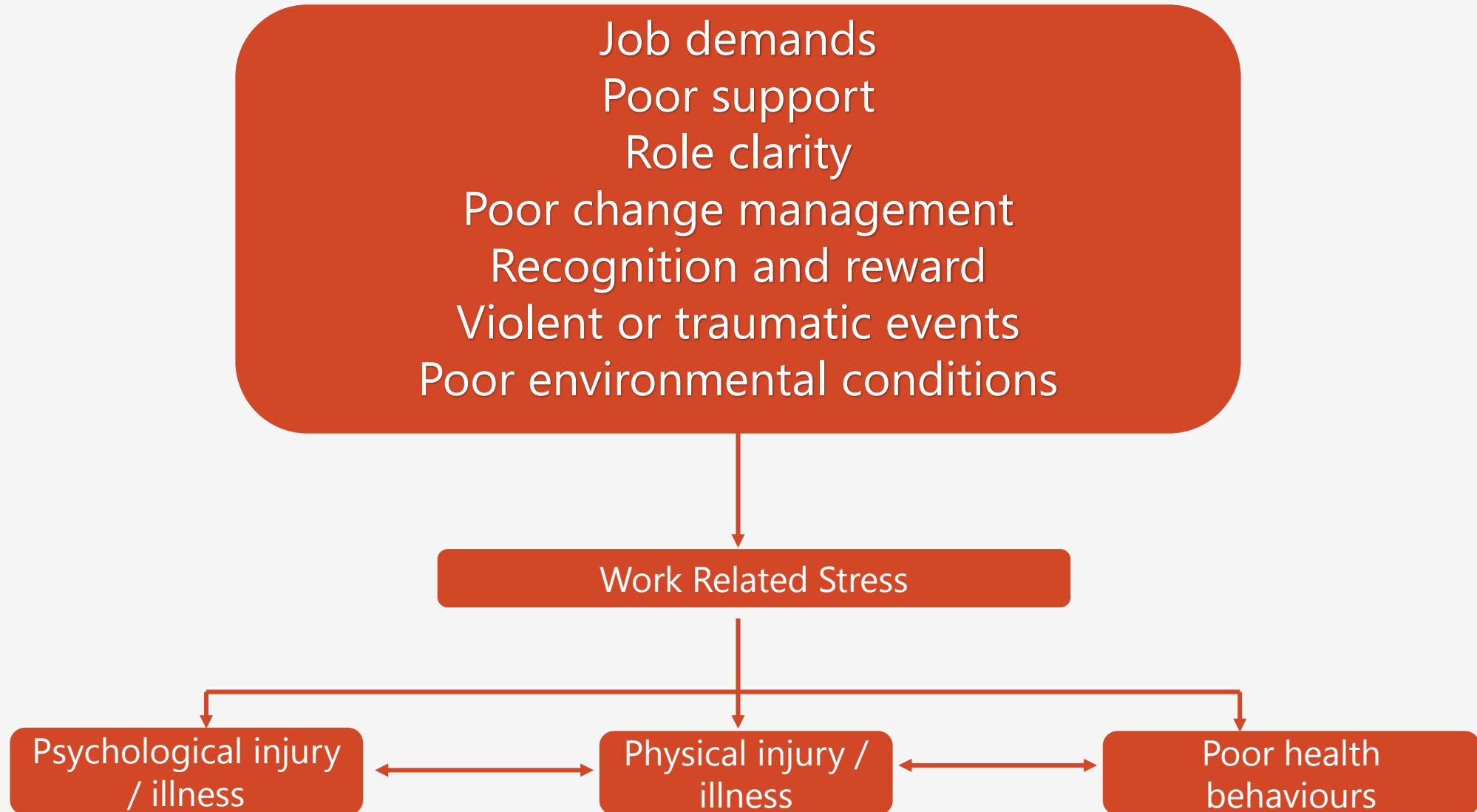
National guidance material

Stress Continuum



- Environment (noise)
- Organisational (job demand)
- Individual (physiology)

Model of Work-Related Stress



Signs & Symptoms

Physical	Cognitive	Emotional	Behavioural
Sleep disturbance	Lack of concentration	Loneliness	Panic
Slumped posture	Forgetfulness	Irritability	Chewing fingernails
Headaches	Difficulty making decisions	Angry outbursts	Clumsiness
Tightness in neck/back muscles	Orientation to past	Insecurity	Increased alcohol abuse

**60 per cent of managers/
supervisors say dealing with
conflict is one of the most
stressful parts of their job.**

(Ipsos Reid 2012. Psychological health and safety at work)

Challenges remain how to design safe work for 'at risk individuals'

“How we respond is strongly shaped by our experiences and perceptions of events. So when someone has had negative experiences both in or outside of work, they are to some extent primed and can be over reactive to what others may perceive as relatively benign situations.”

RTW survey shows workers experiences differ

Percentage who agreed with employer response questions	Physical	Psychological
Your employer did what they could to support you	75%	27%
Employer made an effort to find suitable employment for you	72%	34%
Employer provided enough information on rights and responsibilities	68%	32%
Your employer helped you with your recovery	67%	23%
Your employer treated you fairly DURING the claims process	79%	30%
Your employer treated you fairly AFTER the claims process	79%	35%

Leadership

Develop leadership skills that:

- Understanding your own perceptions
- Communicating more effectively
- Engaging team members



When we look at the characteristics of [an effective leader], we see a lot of what we look for in an effective mentor. We see strong communication and listening skills, realizing that communication is two-way. We see empathy in the understanding of feelings and perspectives.

*(Wythe, J.M., 2014 Servant and Transformational Leadership, PennState,
<https://sites.psu.edu/leadership/2014/04/01/servant-transformational-leadership/>)*

LEADERSHIP ACTION SUMMARY:



Commit to mentally healthy workplaces



Develop **supportive** and **engaged** people



Implement **workplace policies** that support psychological safe and flexible practices



Be **understanding** and **respectful** in your workplace interactions



Encourage open, honest, and effective **communication**

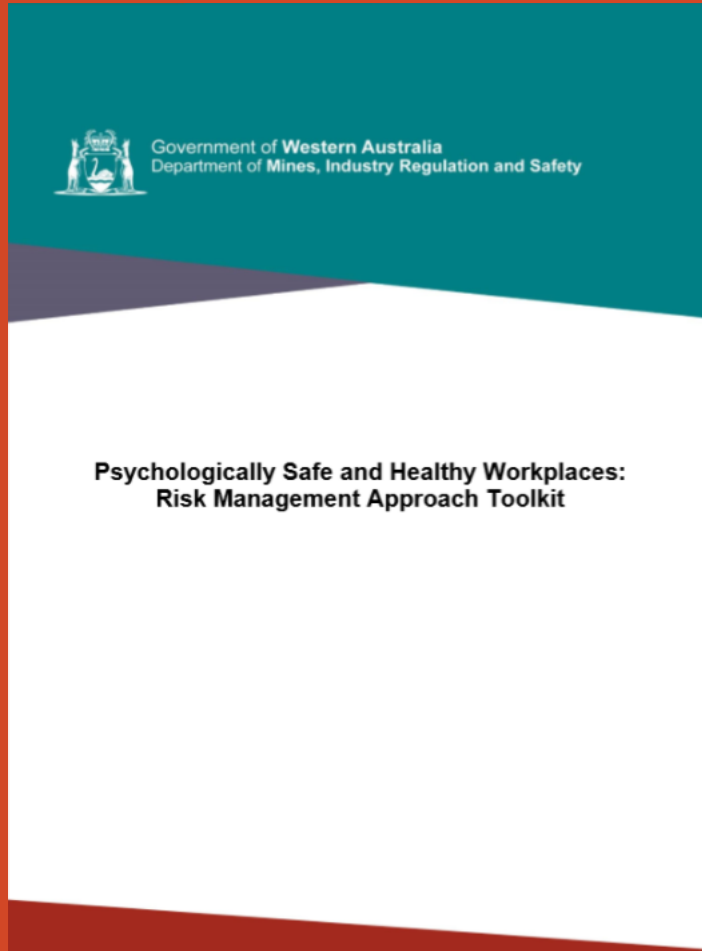


Build organisational **awareness** and **promote** psychological health and safety

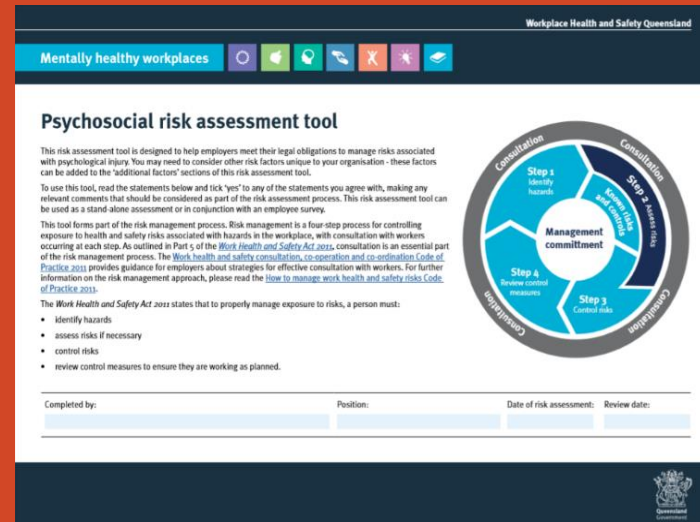


Model **self-care** and **work-life** balance

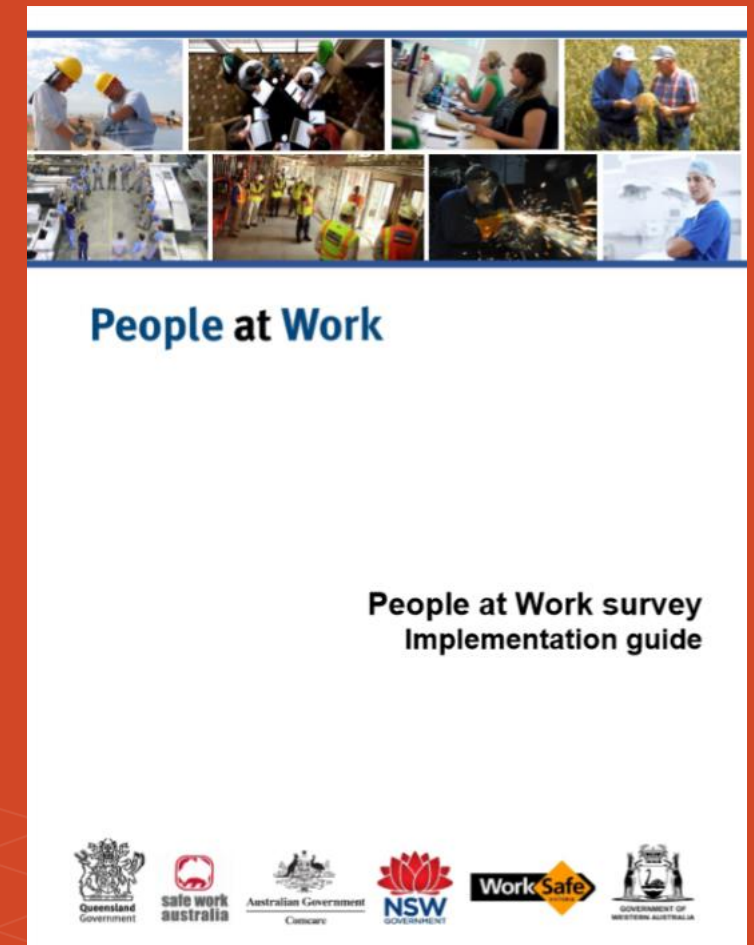
Risk Assessment Tools



www.commerce.wa.gov.au



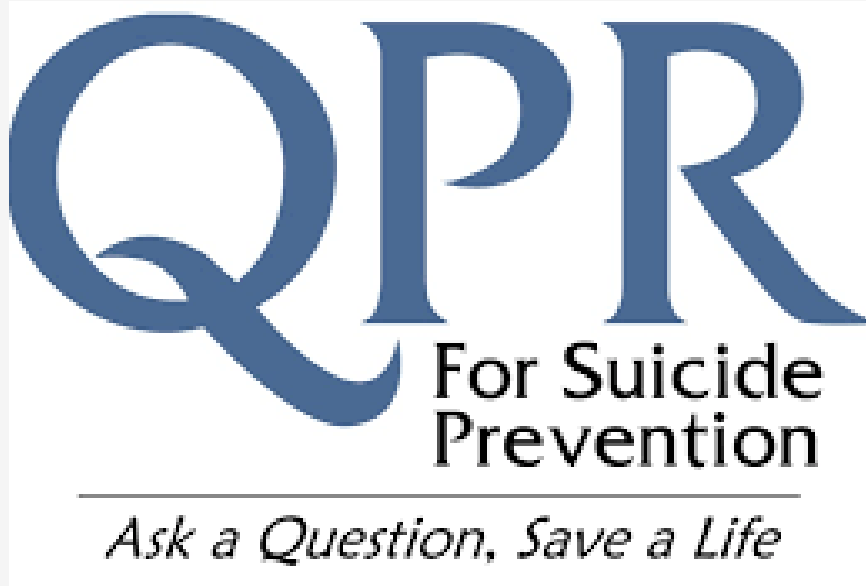
www.worksafe.qld.gov.au



www.worksafe.qld.gov.au/people-at-work

Heads up -

Question. Persuade. Refer.



Accessible training (face-to-face + online) for everyone

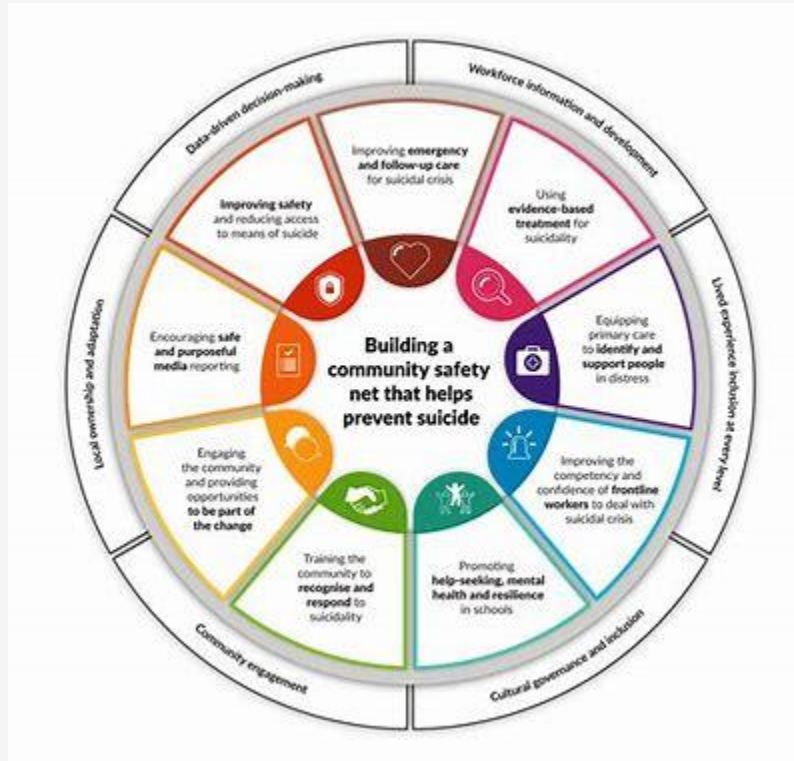
60-90 minutes

Key components:

- Where to go to learn more about preventing suicide
- Common causes of suicidal behaviour
- Warning signs of suicide
- How to get help for someone in crisis

Lifespan – free suicide prevention

<https://www.blackdoginstitute.org.au/research/lifespan>




This way up – Mindfulness course




eMHprac | e-mental health in practice

<http://www.emhprac.org.au/services/>

HOME eMH SERVICES TRAINING EVENTS RESOURCES ABOUT NEWS PAGE CONTACT EVIDENCE f t

eMH Services

The information provided throughout this website is intended for information purposes only. Whilst many of the services and resources on the eMHPrac website are government-funded, health practitioners should independently investigate, evaluate and verify the content and credentials of any service or resource before choosing to use it or refer a user to it. The services and resources listed on this website are not exhaustive and represent primarily Australian products.





1800RESPECT
NATIONAL SEXUAL ASSAULT, DOMESTIC
FAMILY VIOLENCE COUNSELLING SERVICE

1800RESPECT

1800RESPECT is a national counselling service for those experiencing sexual assault or domestic and family violence.

www.1800respect.org.au/

 CRISIS 24/7 TELEPHONE & WEBCHAT RELATIONSHIPS



**act
belong
commit**

Act-Belong-Commit

Act-Belong-Commit is an online campaign and app encouraging people to take action to protect and promote their own mental wellbeing.

www.actbelongcommit.org.au/

TAGS

- ☐ 24/7
- ☐ Anxiety
- ☐ App
- ☐ Autism
- ☐ Bipolar
- ☐ Bullying
- ☐ Carers
- ☐ Crisis
- ☐ Depression

Questions

Online: [Report a workplace concern or issue](#)

Phone: [13 22 81](#)

Email: worksafe@act.gov.au

FOR EMERGENCIES DIAL 000

