



DRIVING OPTIMAL MENTAL HEALTH ACROSS YOUR ORGANISATION

Lucinda Brogden, Commissioner



Australian Government
National Mental Health Commission

**Love and work are the
cornerstones of our
humanness.**

- Sigmund Freud.



Salus Populi Suprema Lex



The wellbeing of the people
is to be the highest law.



#beyondyogaandfruitbowls

#goodworkisgoodforyou



Australian Government
National Mental Health Commission

~1M Australians
live with
Depression



1 in 5 women

1 in 8 men



~2M Australians
live with
Anxiety



1 in 3 women

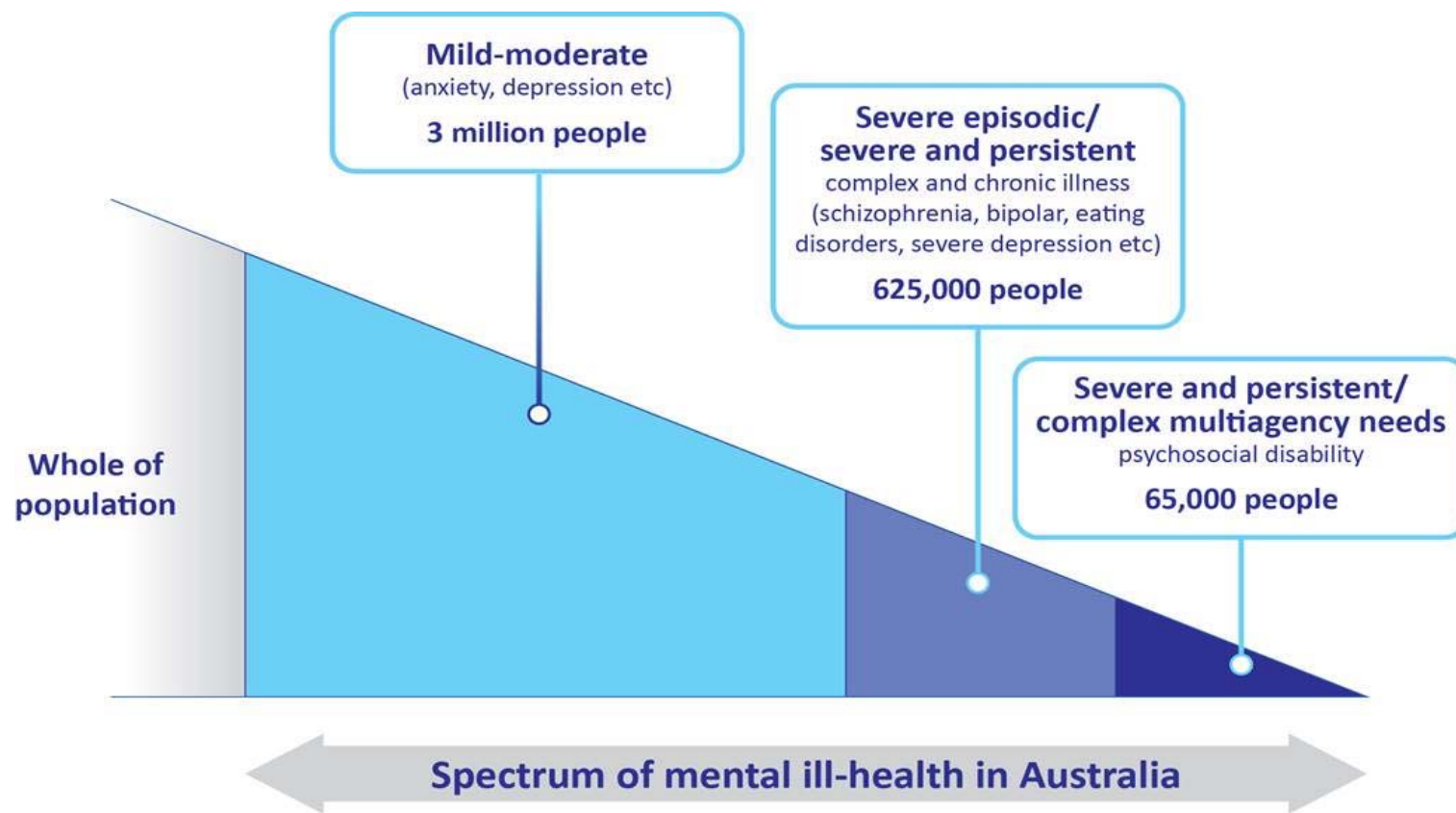
1 in 5 men



8 Australians die
by suicide every
day – 5 are men



Annual distribution of mental ill-health in Australia



Contributing Life

It means a ***fulfilling life*** enriched with ***close connections to family and friends***, and ***experiencing good health and wellbeing*** to allow those connections to be enjoyed.

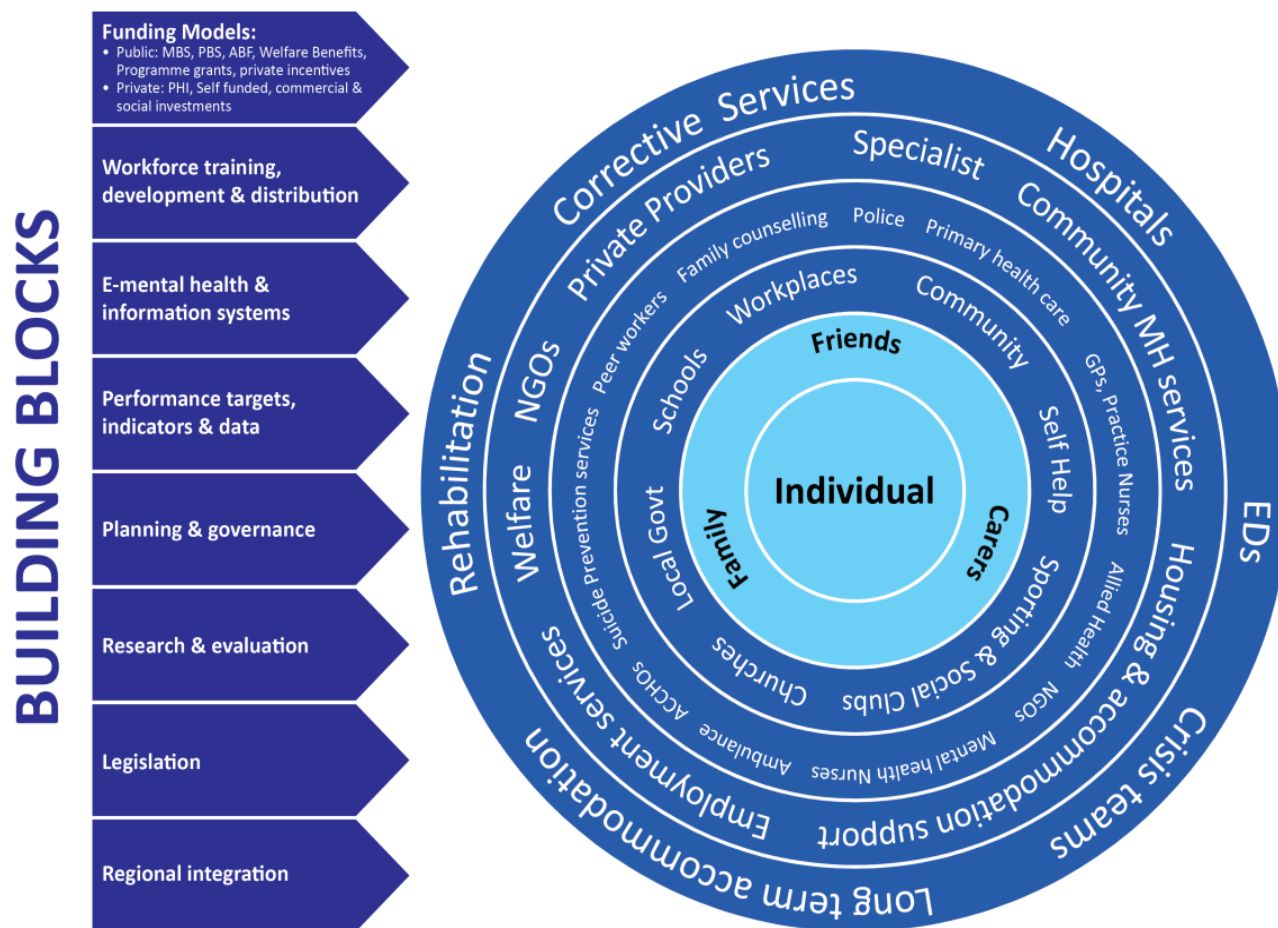
It means ***having something to do each day that provides meaning and purpose***, whether this is a job, supporting others or volunteering.

It means ***having a home and being free from financial stress and uncertainty***.

It means being **safe from suicide**.



Design of a person-centred/person led approach



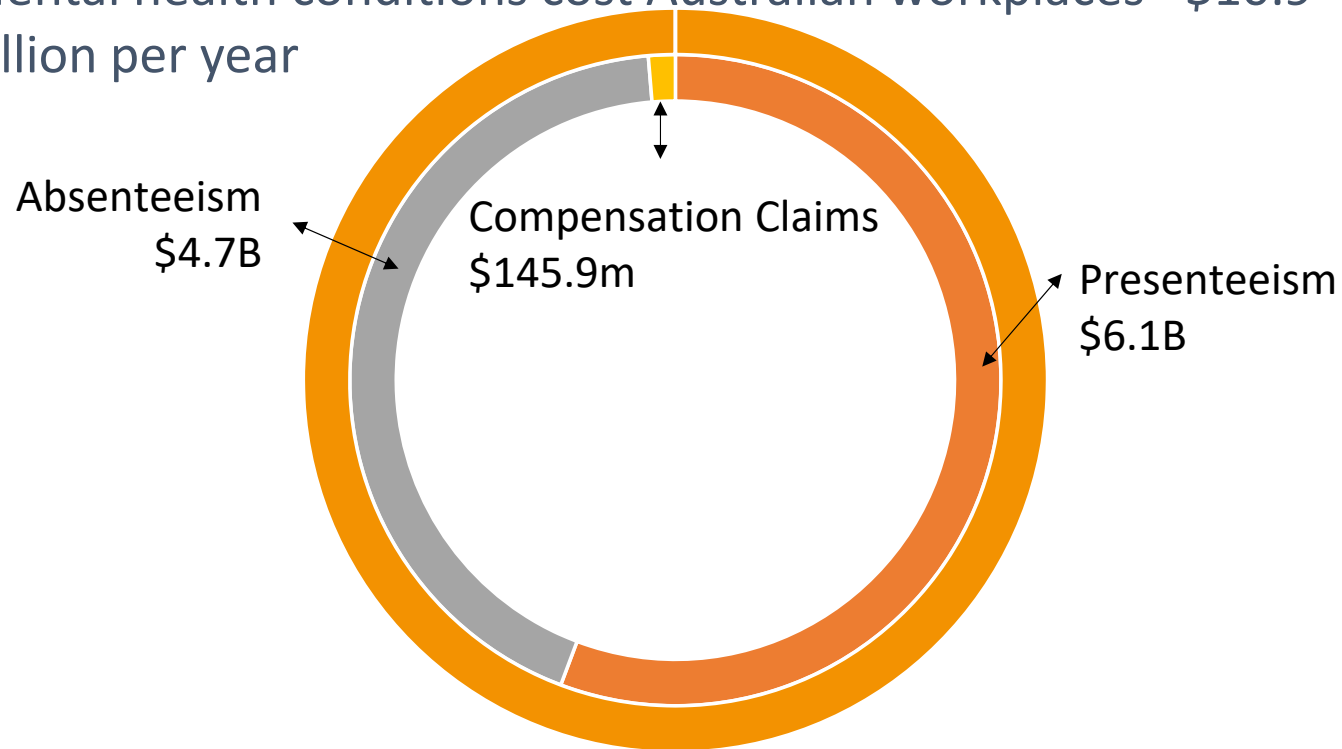
MENTALLY HEALTHY WORK PLACE ALLIANCE

Recommendation 8: Increase the levels of participation of people with mental health difficulties in employment in Australia to match best international levels. (2012 Report Card)



Impact of NOT addressing mental health in the workplace

Mental health conditions cost Australian workplaces ~\$10.9 billion per year



Culture eats strategy for breakfast.

- Peter Drucker



Australian Government
National Mental Health Commission

6 Key areas workplaces need to address

1. Smarter work design
2. Promoting and facilitating early help seeking and early intervention
3. Building a positive and safe work culture
4. Enhancing personal and organisational resilience
5. Supporting recovery
6. Increasing the awareness of mental illness and reducing stigma



If you want someone
to do a good job
– give them a good
job to do.

Herzberg



Job and work design



Guarding Minds - Canada



Psychological support



Organisational culture



Clear leadership & Expectation



Civility & Respect



Psychological competences & requirements



Growth & Development



Recognition & Reward



Involvement & Influence



Workload management



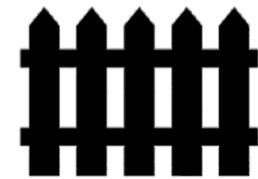
Engagement



Balance



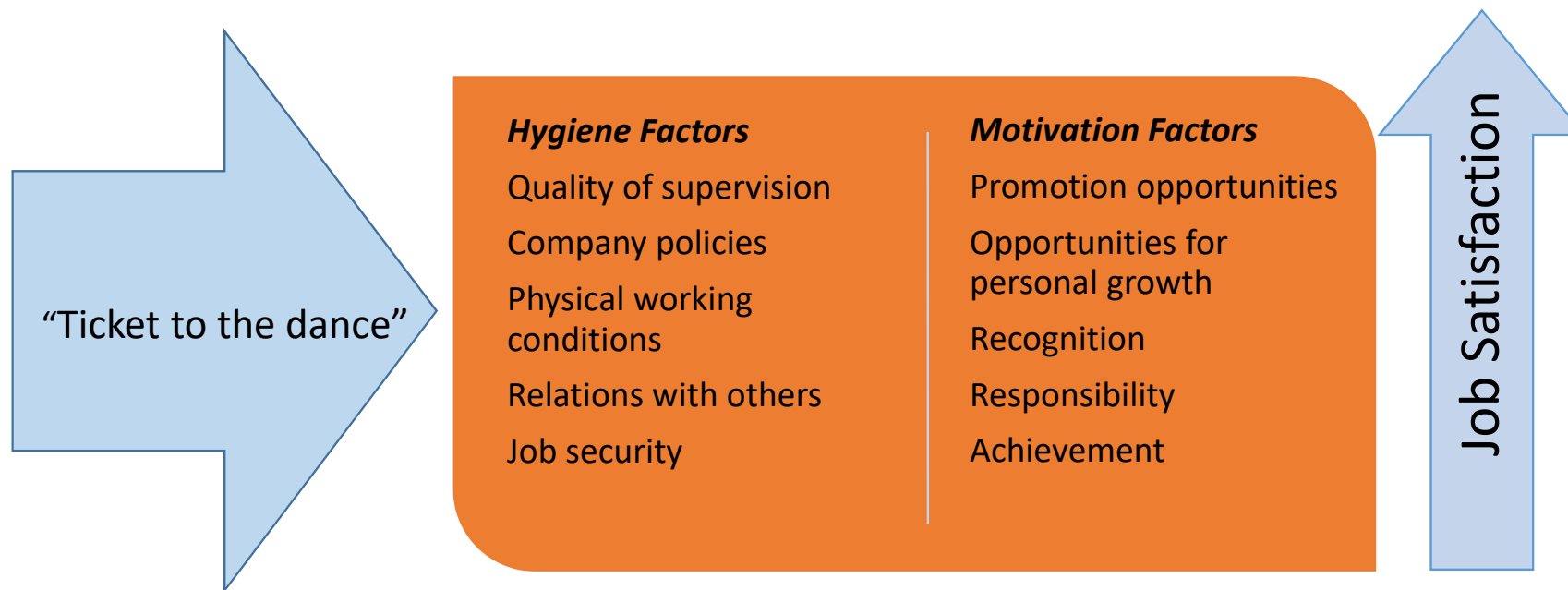
Psychological protection



Physical safety



Herzberg's Motivation Theory



Integrated approach

Need to reduce the negative

before
you can introduce the positive



Resources

- Heads up
www.headsup.org.au



- Lifeline 13 11 14



- Conversations Matter
www.conversationsmatter.org.au



*resources for
discussing suicide*



Australian Government
National Mental Health Commission



Mentally Healthy Workplaces

Good for business



Australian Government
National Mental Health Commission