

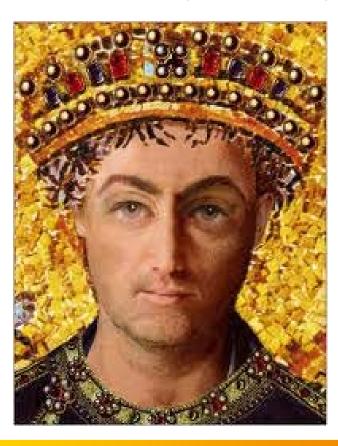


Love and work are the cornerstones of our humanness.

- Sigmund Freud.



Salus Populi Suprema Lex



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



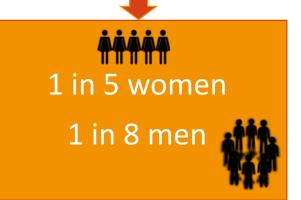
#beyondyogaandfruitbowls

#goodworkisgoodforyou



~1M Australians live with Depression

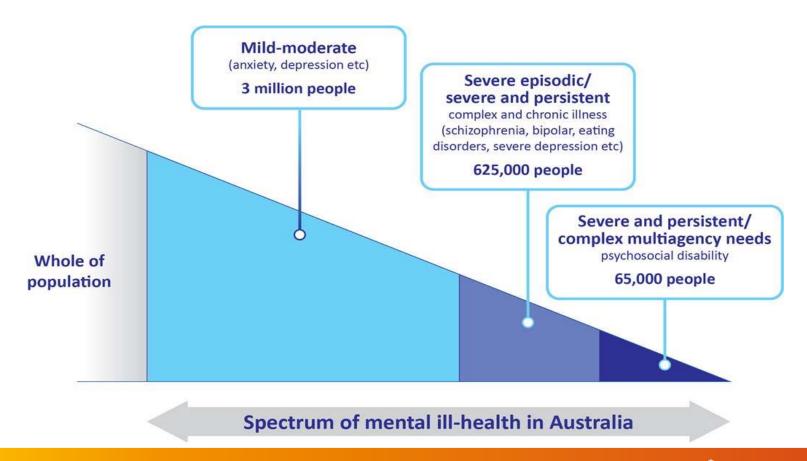
~2M Australians live with Anxiety



↑↑↑ 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

Funding Models: Corrective Services Public: MBS, PBS, ABF, Welfare Benefits, Programme grants, private incentives Private: PHI, Self funded, commercial & social investments Private Providers Specialist COMMUNICA WH Services Workforce training, Police Primary health care development & distribution Family counselling Workplaces Suicide Prevention services Peer Profes E-mental health & information systems NGOs Friends Schools Rehabilitatio_n Performance targets, indicators & data Welfare Local Govt **Individual** Vilmes Foodus noisebonning 35 of the solution of the Planning & governance AMOINTA AND SOLIS CHUDS CHUICHS CAULTINGS AND SOLIS CHUICH AND SOLIS CHUIC Sapinas Hounoldus Research & evaluation Long term accommodation Legislation **Regional integration**



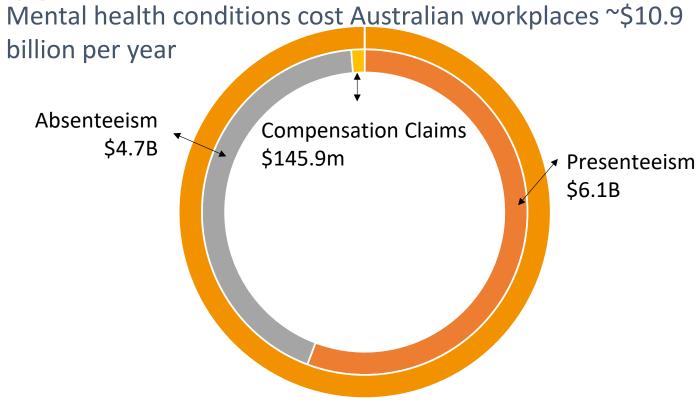
MENTALLY HEALTHY WORK ALLIANCE PLACE ALLIANCE

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





Culture eats strategy for breakfast.

- Peter Drucker



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 job to do.

Herzberg

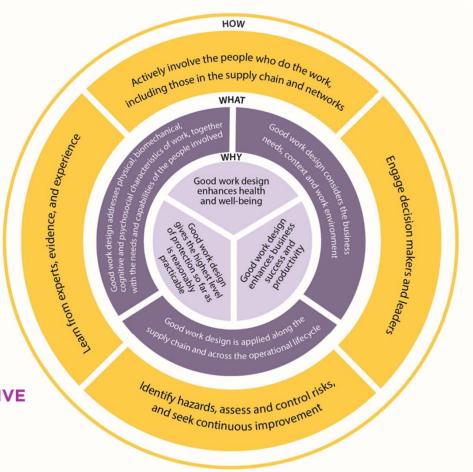


Job and work design











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

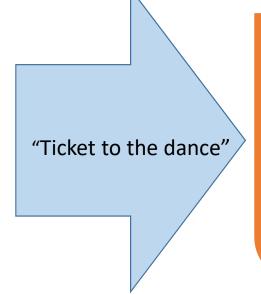


Psychological protection



Physical safety

Herzberg's Motivation Theory



Hygiene Factors

Quality of supervision

Company policies

Physical working conditions

Relations with others

Job security

Motivation Factors

Promotion opportunities

Opportunities for personal growth

Recognition

Responsibility

Achievement

Job Satisfaction

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







