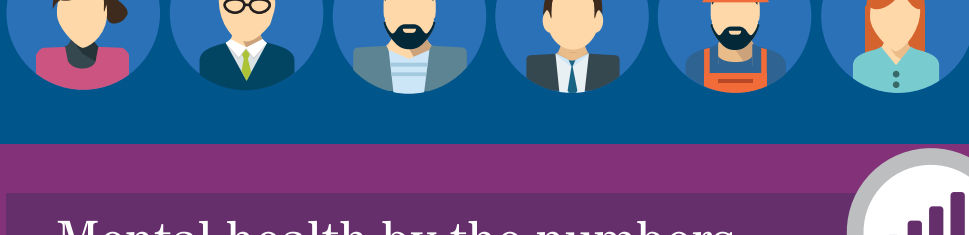


Mental health in the workplace.



Mental health by the numbers.



45% of Australians between the ages of 16 and 85 will experience a mental health condition in their lifetime.



One in five Australian employees have taken time off work due to feeling mentally unwell.



Do you have a mentally healthy workplace?



Only 52% of employees consider their workplace a mentally healthy place to work.



81% of workplaces have one or more policies or procedures in place to support mental health.



Employees who consider their workplace mentally unhealthy are almost four times more likely to say they have taken time off work due to feeling mentally unwell in the past 12 months.

Industries with mentally unhealthy workplaces.



Mental health as a health and safety issue.



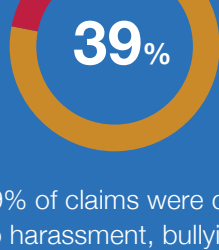
1 out of 1,100 full time employees make a WHS claim due to mental health.



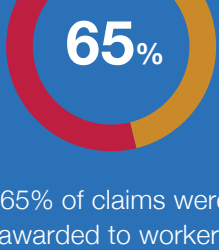
Average compensation per claim is \$23,000 compared to \$8,700 average.



Average time off work is 14.8 weeks compared to 5.3 weeks average.



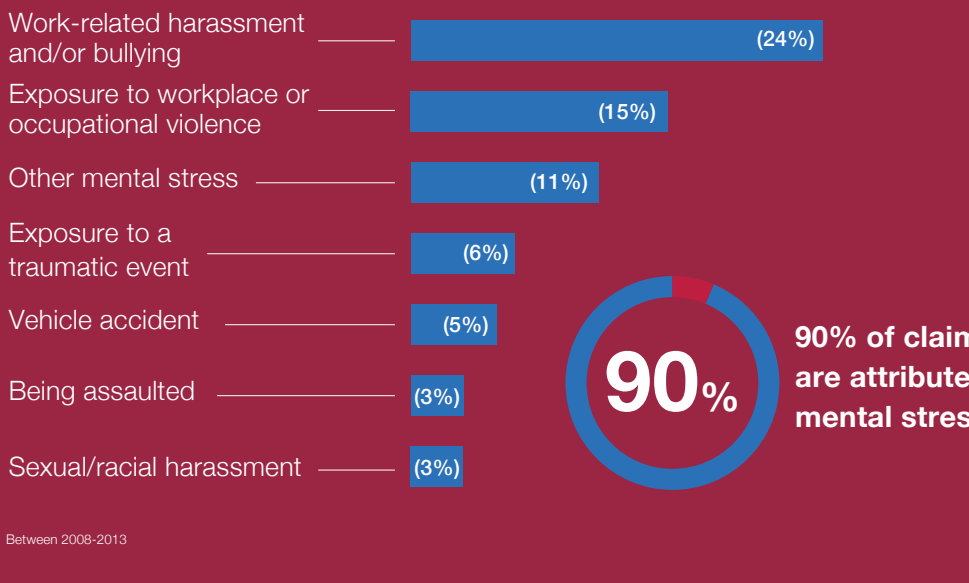
39% of claims were due to harassment, bullying or exposure to violence.



65% of claims were awarded to workers aged 40 and over.

Stress as a mental health issue.

Most common reasons for mental stress.



How to build a mentally healthy workplace in three steps.

As outlined in WHS legislation, employers must provide and maintain a working environment that is both physically and psychologically safe for employees.



1. Identify issues.

- Monitor patterns of absenteeism, sick leave and staff turnover
- Ask for employee feedback
- Observe the way employees interact with each other

2. Consider the three areas of risk.



3. Adjust organisational behaviour.

- Adjust systems so staff are supported
- Introduce mental health awareness and training
- Provide access to Employee Assistance Programs

For help building a mentally healthy workplace get in touch with an Employure workplace relations specialist.

www.employure.com.au
1300 654 415



References.

<https://www.headsup.org.au/docs/default-source/resources/bl1270-report---tms-the-state-of-mental-health-in-australian-workplaces-hr.pdf?sfvrsn=8>
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