

Creating a healthy workforce - a mental health perspective

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OUTLINE

- 1. Mental health of health professionals**
- 2. Creating a mentally healthy workplace**
- 3. beyondblue resources*
- 4. Questions**

MENTAL HEALTH CONTINUUM



WORKPLACE RISK FACTORS

GENERAL

- ✗ Long working hours
- ✗ Low job control
- ✗ Work overload or pressure
- ✗ Lack of control
- ✗ Lack of participation in decision making
- ✗ Unclear work role
- ✗ Poor communication
- ✗ Limited resources
- ✗ Bullying, discrimination and harassment



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SPECIFIC TO HEALTH

- ✗ Shift work
- ✗ Occupational violence
- ✗ Repeated exposure to death/trauma
- ✗ Work family conflict
- ✗ Difficult interactions with the public
- ✗ High levels of responsibility
- ✗ High expectations from community
- ✗ Strong cultural pressures (e.g. patient first)
- ✗ Greater access to means (suicide risk)

HEALTH PROFESSIONALS' MENTAL HEALTH

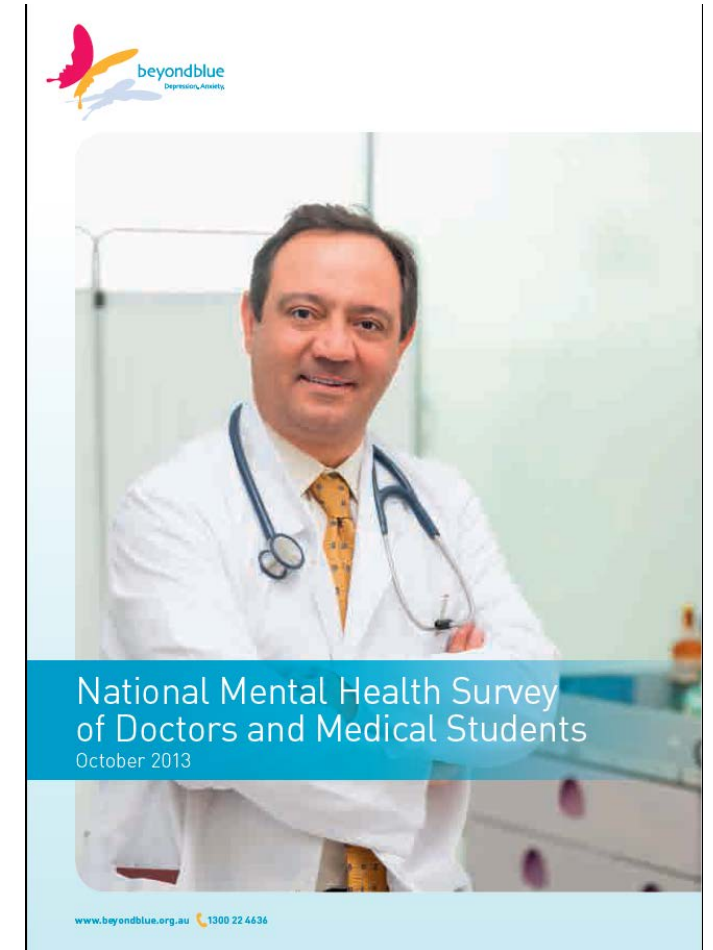
Generally, health professionals are healthier, more resilient and live longer than general population but...

- **3.4% of doctors experience** very high psychological distress (2.6% in wider community)
- **Doctors & nurses** have higher suicide rates compared with the general population
- **59% of doctors** believe that being a patient causes embarrassment for a doctor
- Mental health consumers experience **stigmatising attitudes from health professionals** at similar levels received from the general population

beyondblue (2011). The mental health of doctors. A systematic literature review..

beyondblue (2014). National Mental Health Survey of Doctors and Medical Students

Mental Health Council of Australia (2013), Consumer and carer experiences of stigma from mental health and other health professionals



Heads Up

**THE MENTALLY
HEALTHY
WORK PLACE ALLIANCE**



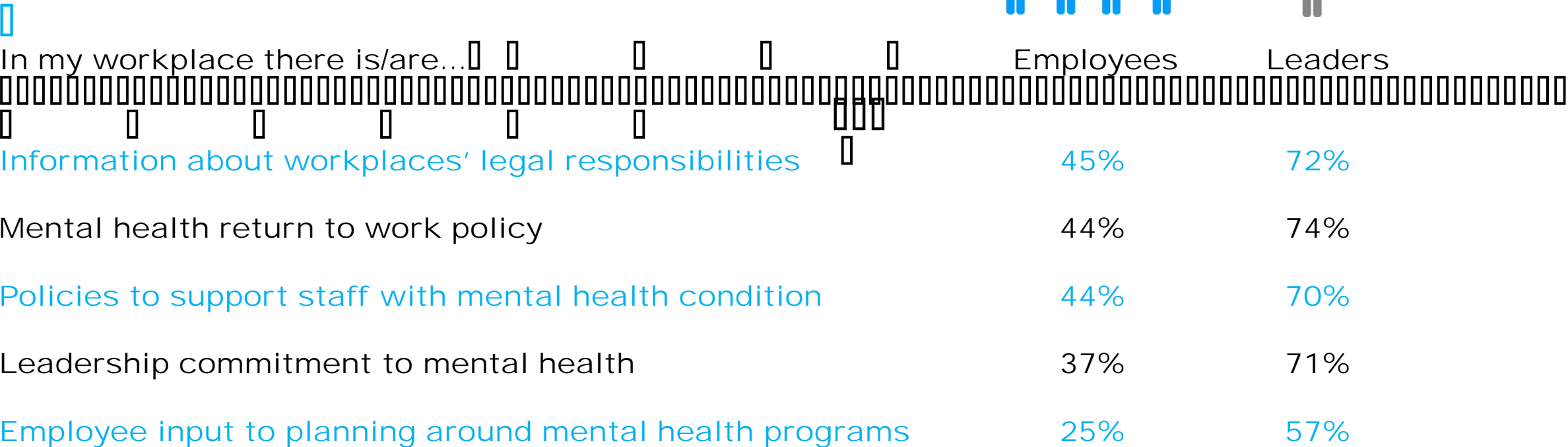
WORKPLACE PROTECTIVE FACTORS

- ✓ Positive leadership
- ✓ Employee participation in decision making
- ✓ Increasing control over work
- ✓ Flexible working arrangements
- ✓ Support from colleagues and managers
- ✓ Recognising and rewarding work
- ✓ Managing change effectively
- ✓ Good communication
- ✓ Organisational fairness



THE STATE OF WORKPLACE MENTAL HEALTH IN AUSTRALIA

BELIEFS ABOUT MENTAL HEALTH IN THE WORKPLACE



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BENEFITS OF MENTALLY HEALTHY WORKPLACES

Good for people & community

- ✓ Good work is good for worker's mental health
- ✓ Benefits family members & friends of workers
- ✓ Improved patient experience & safety

Good for organisations

- ✓ Clear financial benefits & return on investment
- ✓ Being an employer of choice - attract and retain talent
- ✓ Meeting legal obligations
- ✓ Improved morale & engagement

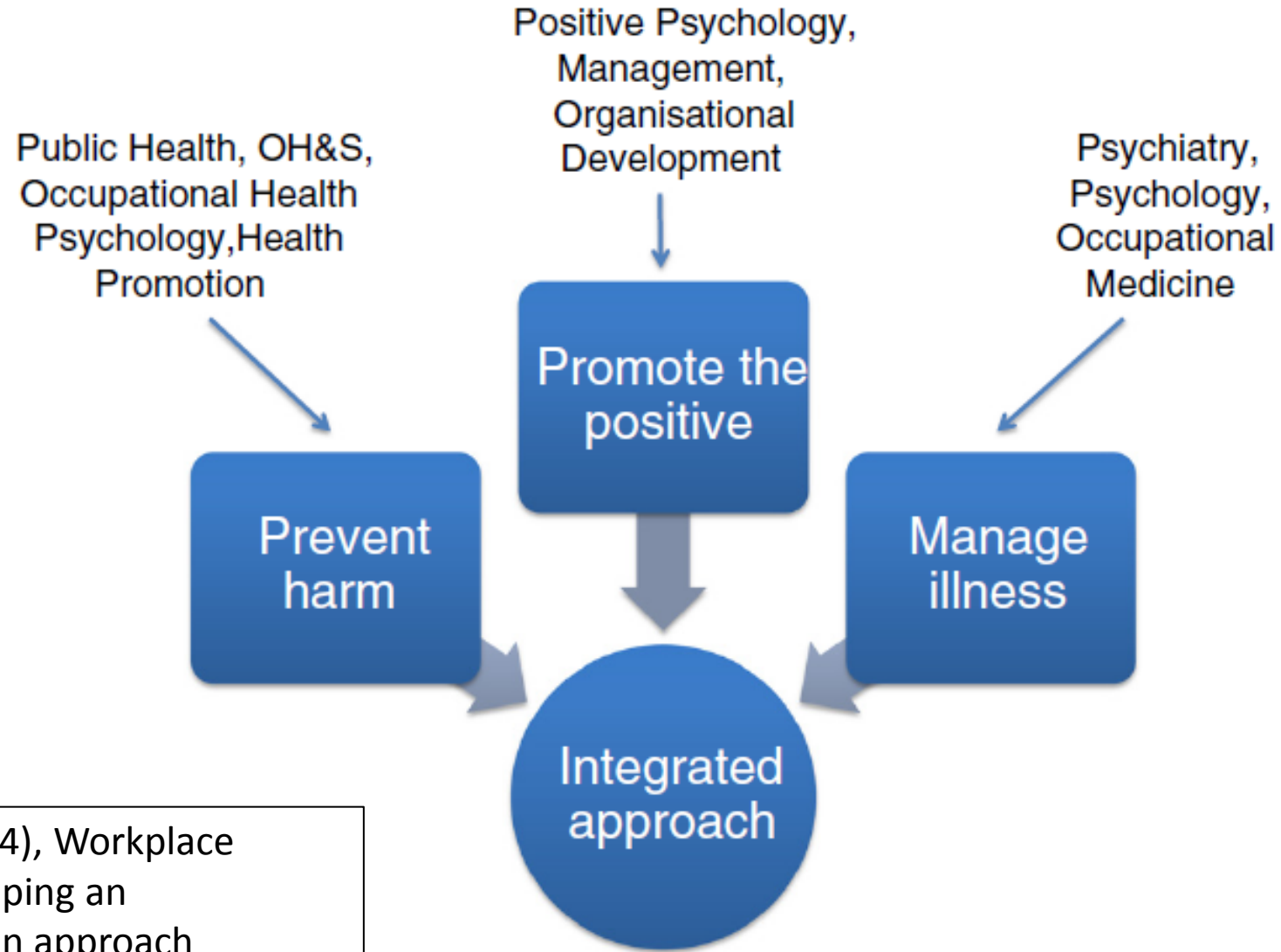
CRITICAL SUCCESS FACTORS

□

- Leadership commitment & involvement
- Continuous, meaningful participation of employees (& their family members, unions, government)
- Clear governance & accountability
- Communication throughout the process
- Adopting an ‘integrated approach’



AN INTEGRATED APPROACH



Montagne et. Al (2014), Workplace mental health: developing an integrated intervention approach

WHAT IS A MENTALLY HEALTHY WORKPLACE?

A 'mentally healthy (hospital) workplace' is one where all workers:

- address the risks to mental health
- support staff with mental health conditions
- contribute to reducing stigma
- promote a mental wellbeing
- contribute to suicide awareness & prevention.

KEY STEPS

□

1. Gain leadership support
2. Situational analysis
3. Establish and action plan
4. Monitor, review & improve



ORGANISATIONAL LEADERS & MANAGERS HAVE A CRITICAL ROLE

- Speak openly about any personal experiences you may have had
- Be a supportive & approachable leader
- Actively support & participate in mental health events/activities
- Understand your legal responsibilities relating to mental health in the workplace (e.g. OHS, anti-discrimination, privacy)
- Seek input from staff & involve them in identifying solutions
- Don't wait for others - be a champion who takes the lead!

OUTLINE

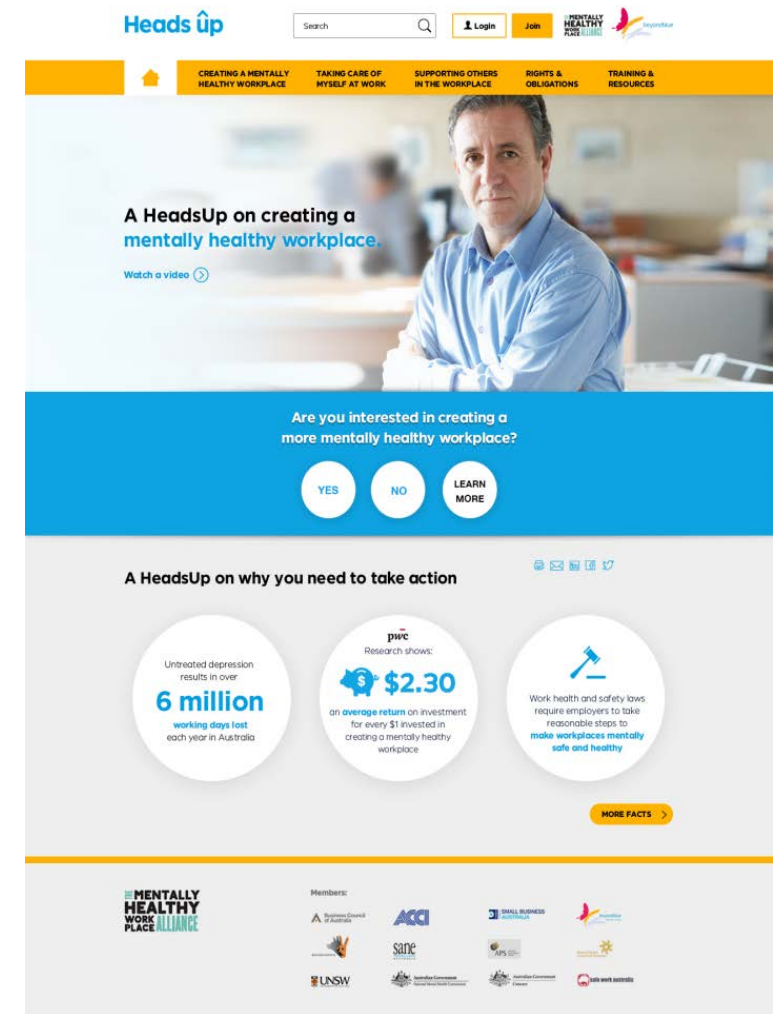
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OVERVIEW OF HEADS UP

- Developed by *beyondblue* in collaboration with the **Mentally Healthy Workplace Alliance**
- Funded by the **Commonwealth Government**
- Aims to assist organisations and individuals **create mentally workplaces**
- The **Heads Up initiative** includes:
 - Interactive website (www.headsup.org.au)
 - Marketing campaign
 - Engagement program

HEADS UP WEBSITE

- A central point online for employees & organisations
- Simple, practical, & free resources
- Assist workplaces managing specific issues & how to create a mentally healthy workplaces
- Resources for all individuals (employees, managers, leaders, HR, OHS, business owners)
- Case studies, videos, tools, fact sheets, booklets & online resources





CREATING A MENTALLY HEALTHY WORKPLACE

TAKING CARE OF YOURSELF AT WORK

SUPPORTING OTHERS IN THE WORKPLACE

RIGHTS AND RESPONSIBILITIES

TRAINING AND RESOURCES

MENTAL HEALTH IN THE WORKPLACE

THE BUSINESS CASE

- > RETURN ON INVESTMENT TOOL

GETTING STARTED

CREATE YOUR ACTION PLAN

TAKING ACTION

- > CRITICAL SUCCESS FACTORS
- > ROLES OF DIFFERENT INDIVIDUALS
- > DEVELOPING AN ACTION PLAN - STEP 1: IDENTIFY PRIORITY AREAS OF ACTION
- > DEVELOPING AN ACTION PLAN - STEP 2: IMPLEMENT ACTIONS
- > DEVELOPING AN ACTION PLAN - STEP 3: REVIEW YOUR ACTION PLAN
- > PROMOTING THE MENTAL HEALTH OF DOCTORS AND MEDICAL STUDENTS

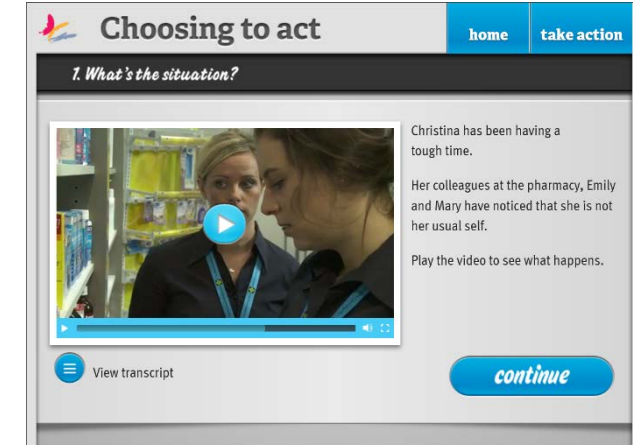
GET INSPIRED

- > CASE STUDIES
- > WHAT HEADS UP FEATURED EMPLOYERS ARE SAYING
- > WHAT THE CHAMBERS OF COMMERCE ARE SAYING

SMALL BUSINESSES

HEADS UP ONLINE RESOURCES

- Mental health awareness
- How to have a conversation
- Managing OHS risks
- Return to work
- What it's like – personal stories



HEALTH SERVICES PROGRAM

- Evolution of the beyondblue Doctors' Mental Health Program
- **2009:** Established advisory committee with key stakeholders from the industry to inform work
- **2011:** International Systematic literature review released
- **2013-14:** National Survey of Doctors and Medical Students
- **October 2015:** Engagement with Victorian health services & Industry stakeholders
- **December 2015:** Held Victorian hospitals workshop
- **Current:** Development of guide for health services on how to develop and implement a mental health and wellbeing strategy

GUIDE FOR HEALTH SERVICES

Aim:

To develop a practical, step-by-step guide for health services on how to develop and implement a tailored mental health and wellbeing strategy

Target Audience:

- Primary – OHS, Wellbeing, HR, Risk Managers
- Secondary – Senior Leadership – Board, Executive, CMOs, EDONs

Key activities:

- Conduct an environmental audit
- Review the research evidence
- Establish a Steering Committee of hospital representatives
- Consult with an external Reference Group

GUIDE FOR HEALTH SERVICES – NEXT STEPS

Guide Launch

- Victorian Health Services Senior Leaders working dinner on Tuesday 29 August

Capacity building

- Followed by a trail workshop in Victoria for ‘the implementers’ to step them through the guide.

National dissemination

- State departments, regulators, professional associations and other key stakeholders

QUESTIONS

