MENTALLY THRIVING WORKPLACES
USING A HOLISTIC APPROACH TO OVERCOME THE BARRIERS WE ARE FACING

Julie Mitchell
Executive General Manager, Workers Compensation
Allianz Australia
MENTAL-ILL HEALTH IN THE WORKPLACE

Mental-ill health is now costing the Australian economy $12.8B (KPMG, 2018)

Mental injury accounts for nearly 40% of all Allianz Workers Compensation costs

We have seen an 80% increase in secondary psychological injuries over the past 10 years

$12.8B

40%

80%
WHO IS ‘WE’?

Employees

Employers
THE BARRIERS EMPLOYEES ARE FACING

- 82% of full-time working Australians report stigma as a driving factor in not discussing mental health
- 78% are concerned that they would not be offered development opportunities
- 78% are concerned if they asked for time off for a mental health condition it would be perceived negatively
- 78% were concerned they would lose their job altogether
- 93% of Australian full-time workers have experienced symptoms of a mental health condition at work
- 70% of working Australians claim their employer does not understand the impact of mental ill-health
- 69% are concerned they would be treated unfairly in the workplace
- 49% of employees want to talk to their employer about their mental health and wellbeing
Despite awareness and access to training, 41% still have problems identifying mental health conditions in their employees.
THE PROBLEM IS BIGGER THAN CULTURE
Boss of nation’s largest employer, Woolworths, issues challenge to corporate Australia

The CEO of the country’s largest employer has urged corporate Australia to step up to fight the “biggest challenge”

With a staggering 200,000 staff from all walks of life working in supermarkets, warehouses and corporate offices, in the city, suburbs and bush, Woolworths is a microcosm of Australia.

So it’s not overly surprising that, like the rest of the country, the business giant is grappling with how to tackle mental health issues.

Brad Banducci, chief executive officer of Woolworths, told news.com.au that on average 13 team members a year will take their own life.

It’s a fraction of the more than 200 Australians who die by suicide each month, but it’s a figure that weighs heavily on Mr Banducci’s mind.

“One team member a month lost to suicide — it’s a tragedy,” he said.

“We’re on a journey like everyone else in terms of mental health. My view is it that it’s as important as physical health in the whole context of wellbeing.

“We’re endemic of Australia. We’re 200,000 strong here and we represent the country in virtually every area of the business. This is happening across the community. It’s why we want to talk about it. We’re all in this journey together.”
HOW CAN WE WORK TOGETHER?

**Physical:** Promoting the mental health benefits of physical activity and good general health

**Mental:** Encouraging awareness through training, mental wellbeing leave and encouraging transparent dialogue

**Space and Role:** Creating positive organisational design that directly influences employee motivation and happiness

**Culture:** Nurturing a positive workplace culture that is transparent and inclusive

**Ecosystems/Partnerships:** Developing partnerships and alliances between government, insurers, mental health professionals and other entities to improve communication, engagement and mental health recovery
THE MORE WE WORK TOGETHER, THE MORE WE ARE CREATING A SAFER ENVIRONMENT FOR EMPLOYEES AND EMPLOYERS THAT MINIMISES THE STIGMA WHILE MAKING THE PRIORITISATION OF MENTAL WELLBEING A GLOBAL AND WORKPLACE NORM.
THANK YOU!