MENTALLY THRIVING WORKPLACES

USING A HOLISTIC APPROACH TO OVERCOME THE BARRIERS WE ARE FACING

Julie Mitchell
Executive General Manager, Workers Compensation
Allianz Australia

GLOBAL CENTRE FOR
HEALTHY
WORKPLACES

Allianz (ı̣lı)

MENTAL-ILL HEALTH IN THE WORKPLACE

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

$12.8B

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

40%

80%

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

WHO IS 'WE'?

Employers

Employees

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

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THE BARRIERS EMPLOYERS ARE FACING

58%
CULTURE

53%
BUDGET RESTRICTIONS

41%
DISILLUSIONED EMPLOYEES

85%

61%

61% support mental health awareness activities in the workplace

60%

Close to **60%** have access to mental awareness training

41%

85% agree or strongly agree that more needs to be done to address mental health issues in the workplace despite acknowledging having a robust or adequate support system in place.

Despite awareness and access to training, 41% still have problems identifying mental health conditions in their employees
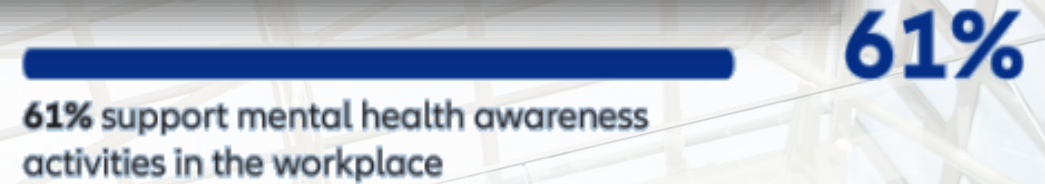
THE PROBLEM IS BIGGER THAN CULTURE

A CALL TO CORPORATE AUSTRALIA

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" businesses face.

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!