

A New Mindset

A resource kit for developing a workplace mental health and wellbeing framework



OzHelp Tasmania Foundation – Your Support in the Workplace!

'A New Mindset' is a workplace mental health Kit developed by the OzHelp Tasmania Foundation¹ in conjunction with graduates of the 2008 Tasmanian Leaders Program².

The Kit is designed to improve support for, and awareness of, the mental health and wellbeing needs of employers and employees. As a leader in workplace mental health and wellbeing issues OzHelp Tasmania is perfectly placed to assist employers meet the challenges of improved mental health and wellbeing.

Our impact ranges from group training to individual support. Complementing this are our range of administrative services that translate our experience into tailored workplaces strategies, policies and processes – all designed to increase productivity through improved mental health and wellbeing.

As described in the following framework - OzHelp Tasmania offers a range of strategies that are designed to build productivity in the workplace through improved mental health and wellbeing. Building the capacity of your greatest asset – your workforce is our role.

We identify the right resources to meet your needs. Our staff and consultants are well recognised experts in their fields and our materials are based on best available evidence and best practice gleaned from extensive experience.

If you would like to discuss implementing a mental health and wellbeing program contact the OzHelp Tasmania Foundation.

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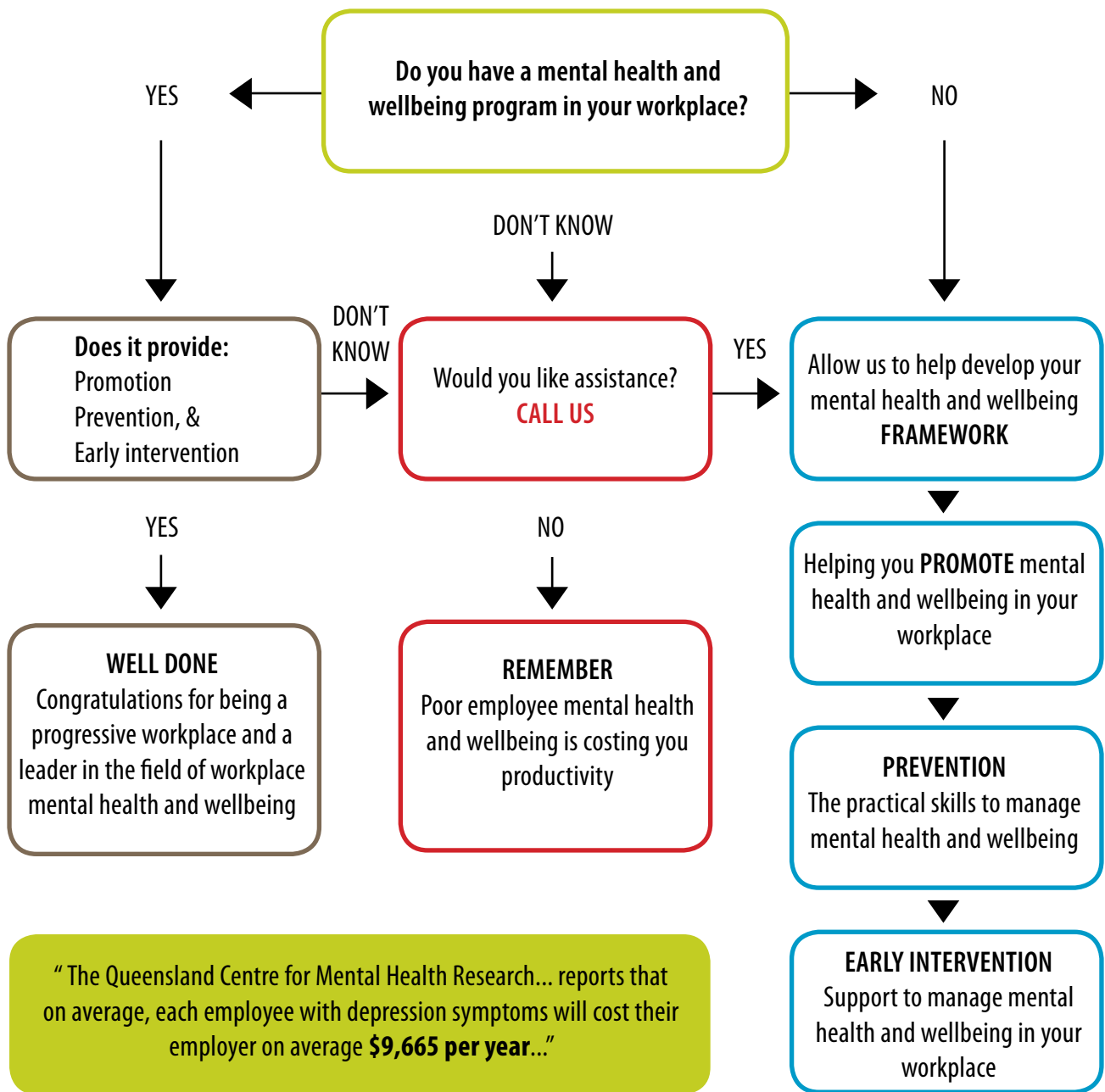
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¹ *The OzHelp Tasmania Foundation contributes significantly as a suicide prevention organisation in addressing many risk factors around mental health that could ultimately lead to suicide. This is done in a proactive and industry embedded manner. Good mental health practices support a healthy and productive workplace, which in turn supports effective suicide prevention.*

² *The Tasmanian Leaders Program aims to make Tasmania a better place to live, work, do business and contribute to the community through developing the state's emerging leaders, www.tasmanianleaders.org.au*

One Program - Four Services - Multiple Solutions!



FLEXIBLE SOLUTIONS TAILORED TO YOUR WORKPLACE

Developing a Mental Health and Wellbeing Framework:

Your workplace may simply need a more structured approach to mental health and wellbeing to ensure that it becomes part of planning and management processes.

Our service is designed to quickly and effectively assist in the establishment of a workplace mental health and wellbeing framework. We will provide you, and key stakeholders within your workplace, the support and guidance necessary to clearly document a tailored workplace response to issues around mental health and wellbeing.

This can include a stated commitment to hazard recognition, education, early identification of distress, non-discriminatory management of health problems and return to work processes. It may include statements about the organisation's commitment to a healthy workforce and comprise written statements of acknowledgement and intent, a statement of values and principles along with core policies / processes.

Workplace Promotion of Mental Health and Wellbeing

Stage two of our service delivery model is designed to build on your framework through the active promotion throughout the workplace of mental health and wellbeing.

This service is designed to raise awareness and support of mental health. Our strategies include a mix of information, training and social activities packaged to meet the needs of your workplace culture. Promotion is geared to individual interests and learning styles and includes both educational components as well as practical 'action strategies' designed to change behaviour.

Activities include structured information sessions designed to break down myths surrounding mental illnesses and raise awareness of the importance of looking after colleagues in the workplace. The success of our 'tool box' strategies have demonstrated the value of promotion and awareness. Posters, leaflets and articles on suicide awareness, postnatal depression and even sleeping problems are all geared to improved awareness and acceptance.

Workplace Prevention of Mental Health and Wellbeing

The focus of this service is in providing all employees with the necessary practical skills, tools and alertness to not only understand and look after their own mental health and wellbeing but also to remain alert to issues affecting workmates and colleagues.

Our service is geared to varying levels of education and training in line with individual employment roles and responsibilities. The following activities reflect the type of strategies OzHelp has applied to great effect throughout Tasmanian workplaces.

- **Workplace Life Skills Tool Box.** This is a three day course specifically designed for young workers, apprentices and trainees in their first year of transition from school into the adult workforce. It provides critical workplace life skills including; financial management, how to communicate in the workplace, values, work ethic, anger management, conflict resolution, decision making and health and wellbeing. It is built on a vision to enhance the resilience of apprentices and young workers. Flow on effects from this program indicate increased individual productivity, greater apprentice retention and enhanced employee wellbeing.
- **Gatekeeper.** The Gatekeeper programs are suicide alertness training programs held over three hours. It helps a person to identify another who may be having suicidal thoughts, and how to connect them to the resources they need.
- **Individualised Workplace Training.** This training incorporates a range of topics that can support mental health and wellbeing areas of concern in the workplace. They are individualised for the workplace to address specific needs such as addictions (including drugs, alcohol and gambling), workplace communication, generation Y, teamwork, anger management and bullying. They can be focused from raising awareness to providing practical tools and skills.
- **Supervisor Mentor Training.** This two day (or four ½ day course) provides the practical skills for supervisors and mentors within workplaces to provide improved support to workers, apprentices and trainees in the workplace. Outcomes from the training include providing a supported environment where workers, apprentices and trainees are able to achieve their full potential, utilising the knowledge and skills of experienced personnel to maintain high quality performance and staff retention, and increasing the resilience and wellbeing of workforces.

Workplace Early Intervention and Wellbeing

Workplaces are not equipped to meet the complex needs of those suffering from mental health issues. That is why this final service has been welcomed by employers in assisting to manage difficult situations in the workplace. Early intervention is geared to providing the support processes and structures that allow workplaces and individuals to seek assistance when mental health and wellbeing issues arise. Supporting promotion and prevention programs early intervention can range from:

1. Workplace visits
2. The provision of advice and guidance for all employees
3. Providing support and advice to supervisors and managers
4. Providing individual assessment
5. Providing mental health interventions and support