



Australian Government



How can jobactive providers help employers considering hiring someone with a mental health condition?

People with a mental health condition may require greater assistance to find and remain in work. The type of support varies depending on individual circumstances. Employers may also require information and additional assistance when they employ someone with a mental health condition.

With these points in mind, we asked employers to share the information and assistance they thought would be most useful for those considering employing someone with a mental health condition.¹

Help employers to access available resources and support

Employers said access to information about mental health is important to them, but many don't know where to look. Employers wanted to know about:

- resources providing information on the nature and impact of a mental health condition – visit Beyond Blue (beyondblue.org.au)
- resources for supervisors and staff on mental health awareness and management in the workplace – visit Heads Up (headsup.org.au/creating-a-mentally-healthy-workplace) or JobAccess (jobaccess.gov.au/workplace-adjustment/tool)

- a helpline they can be directed to for advice when issues occur in the workplace – visit JobAccess (jobaccess.gov.au/about-us/contact-us/contact-jobaccess-adviser) or Beyond Blue (beyondblue.org.au/get-support/get-immediate-support)

Support in the workplace is important

Employers looking for assistance during placement said they most valued:

- information on how they can support employees in the workplace and prepare for issues that may arise as a consequence of their mental health condition
- information on and/or help to develop work plans, including appropriate duties, work arrangements and hours of work. Work plan templates are available at Heads Up (headsup.org.au/supporting-others-in-the-workplace/supporting-a-direct-report/developing-a-plan)
- regular post-placement support to ensure that the employee is settling in and that work plans and retention strategies are in place.

¹ The Department of Employment surveyed 1230 employers as part of the Survey of Employers' Recruitment Experiences, across 6 regions in 2015. 460 employers made suggestions.