

Acknowledgment of Country

I would like to respectfully acknowledge the traditional owners and custodians of country through Australia and their continuing connections to land, waters and community. I pay my respects to them and their cultures and Elders past, present and emerging.



Australian Government
Department of Employment
and Workplace Relations

**HIRING
OUTSIDE
THE BOX**

Hiring Outside the Box

Why mental health matters in the workplace

BUILD YOUR RECRUITMENT TOOLKIT

9 OCTOBER 2024

Setting the scene

Cost to Australia of mental ill-health and suicide is around **\$200 to \$220 billion** per year.

Includes direct economic costs of around **\$40 to \$70 billion** per year.

For every dollar spent on effective mental health actions, we see a **ROI of \$2.30** in organisational benefits

Jim Goodin

Vice President

Mental Health Foundation Australia

**“People bring
the attitudes
of their home
country with
them”**

[*https://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response](https://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response)

- “State of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to contribute to their community.”
- Complex continuum, which is experienced different from one person to the next, with varying degrees of difficulty and distress and potentially very different social and clinical outcomes. *



Employer Tips

- ✓ Awareness, understanding and welcoming of cultural background of workers
- ✓ Be mindful that our cultural background can affect how we cope with stress and adversity, including our willingness to seek help for mental health problems
- ✓ Promote cross cultural awareness, policies and training
- ✓ Celebrate significant cultural/ religious days
- ✓ Even if worker speaks fluent English may not understand idioms and 'Aussie slang' of employees

Mark Deady

Senior Research Fellow

Black Dog Institute

“Developing a mentally healthy workplace is a continuous and ongoing process”

<https://pubmed.ncbi.nlm.nih.gov/39109149/>



**Black Dog
Institute**

- Mental illness is now the leading cause of sickness, absence and long-term work incapacity in most developed countries
- Workplaces that support the mental health of all employees can reduce absenteeism & presenteeism and increase employee engagement & productivity



www.blackdog.org.au

Jarrad Tait

Co-director

Adelaide Hills Lawns & Gardens

**“We work hard
and have fun
while we are at it”**

www.ahlg.com.au

Employer Tips

- ✓ Look after yourself as best as you can so you can then look after others
- ✓ Build relationships with your team and gain their trust by being a genuine good person
- ✓ Normalise the use of professional mental health support
- ✓ Be genuine and show vulnerability
- ✓ Have fun



Takeaways



Be authentic and honest



It starts with a simple conversation



Professional help



Work with staff to build supportive systems



Be mindful of workplaces' cultural mix and impacts of this.



Resources exist to help



Develop and implement clear mental health strategies, targets and action plans



Give staff a genuine voice

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Presentation resources

- [Learn about mental health - Beyond Blue - Beyond Blue](#)
- [Taking care of your mental health at work | SafeWork NSW](#)
- [Executive-Summary-ACAP-results-002-1.pdf](#)
- [Mental health \(who.int\)](#)
- <https://pubmed.ncbi.nlm.nih.gov/39109149/>
- [Factsheet - Culturally and linguistically diverse people - Mental Health Report \(pc.gov.au\)](#)
- [A brief overview of the mental health inquiry report - Speech - Productivity Commission \(pc.gov.au\)](#)
- [Cultural diversity of Australia | Australian Bureau of Statistics \(abs.gov.au\)](#)

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Diversity Council of Australia- Mental Health Workplace Page
[Mental Health - Diversity Council Australia \(dca.org.au\)](#)

Black Dog Institute- Mental Health tool Kit
[black-dog-institute-mental-health-toolkit-2017.pdf](#)
([blackdoginstitute.org.au](#))

Beyond Blue- Work and Mental Health
[Work and mental health - Beyond Blue - Beyond Blue](#)

Mental Health Foundation Australia- Multicultural Mental Health Month 2024 Calendar
[National MMHM Calendar 2024 \(cdn-website.com\)](#)

Social, emotional and cultural wellbeing resources for Aboriginal and Torres Strait Islander people
[-Wellmob](#)

R U OK? - A conversation could change a life
[Workplace Resources for asking "Are you OK?" | R U OK?](#)

National Mental Health Commission- Guidance on creating a mentally healthy workplace
[Home | Mentally Healthy Workplaces](#)

Safe Work Australia
[Mental health | Safe Work Australia](#)

Comcare- Managers tool Kit and 2024 Mental Health Month Calendar
<https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces/mental-notes#managerkit>
[Creating a safe and healthy workplace | Comcare](#)
[National Safe Work Month 2024 | Comcare](#)

Black Dog Institute
<https://www.blackdoginstitute.org.au/education-services/workplaces/>

Hiring Outside the Box Resources

Department resources

[Supporting staff with disability - Department of Employment and Workplace Relations, Australian Government \(dewr.gov.au\)](#)

Workforce Australia for Business

www.workforceaustralia.gov.au/businesses/
www.dewr.gov.au/workforce-australia/resources/workforce-australia-business-factsheet

Local Jobs Program and Employment Facilitators

www.dewr.gov.au/local-jobs/employment-facilitators

Factsheets

<https://www.dewr.gov.au/employment/resources/hiring-outside-box-inclusive-recruitment>

Have further questions?

Email engagement@dewr.gov.au

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