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.



Hiring Outside the Box

Why mental health matters in the workplace

BUILD YOUR RECUITMENT 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"

- 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



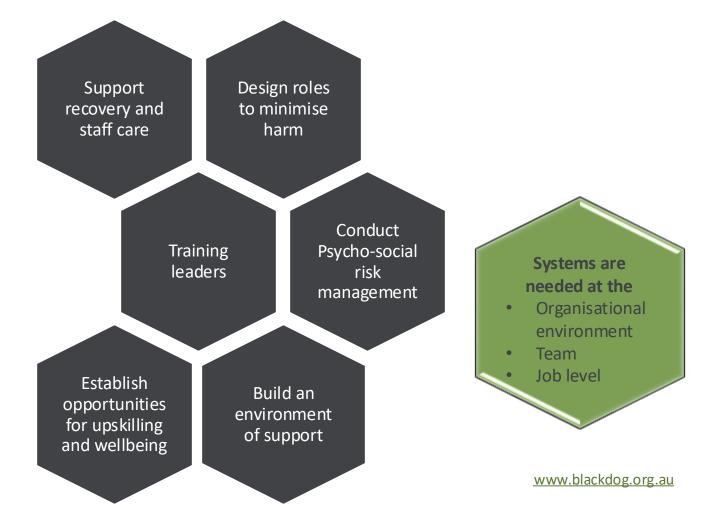
Mark Deady

Senior Research Fellow Black Dog Institute

> "Developing a mentally healthy workplace is a continuous and ongoing process"

Mental illness is now the leading cause of sickness, absence and long-term work incapacity in most developed countries





Black Dog

Institute

Jarrad Tait

Co-director Adelaide Hills Lawns & Gardens

"We work hard and have fun while we are at it"

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

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Be authentic and honest



It starts with a simple conversation



Professional help



Work with staff to build supportive systems



this.

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Resources exist to help

Be mindful of workplaces'

cultural mix and impacts of



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



Give staff a genuine voice



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)
- <u>Cultural diversity of Australia | Australian</u>
 <u>Bureau of Statistics (abs.gov.au)</u>

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

National Safe Work Month 2024 | Comcare

HIRING OUTSIDE THE BOX

Hiring Outside the Box Resources

Department resources

<u>Supporting staff with disability - Department of Employment and Workplace Relations, Australian</u> <u>Government (dewr.gov.au)</u>

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?





