For the first time, the Black Dog Institute’s annual report has become digital-first.

This means you’ll get to see our achievements come alive in ways that a traditional paper report doesn’t allow for:

- Follow hyperlinks to view the full versions of our research papers and web articles
- Click on our researchers’ names to find out more about their work or how to get in touch with them
- Hit ‘play’ on our videos to delve into the details of a project or news piece
Guide to our

Strategic Priorities

The case studies over the next few pages highlight some of the Black Dog Institute’s unique achievements throughout 2017-18. Each of these pages includes certain icons that correspond to the strategic priorities to the right, so that at a glance you’ll be able to tell how that particular project has helped us meet our goals.

Guiding principles

1. Science and research evidence are central to everything we do.
2. We build collaborative relationships and partnerships to maximise our impact.
3. We deliver outcomes in mental health through our translational research model.

Research innovation and expertise:

to be a leader in world-class mental health research

Knowledge translation:

to use our integrated knowledge translation (KT) model to create and deliver innovative, high-quality, evidence-based tools, models and services that lower the impact of mental illness and are suitable for delivery to consumers, clinicians and researchers

Technology:

to use tech to fast-track research translation into innovative mental health programs and clinical services, and to build outstanding community and supporter engagement

Our people:

to be a workplace of choice that values the uniqueness and diversity of its employees, maximises their potential and focuses on their development, engagement and wellbeing

Financial and operational sustainability:

to expand and diversify our sources of income to invest in BDI’s growth, and achieve long-term financial and operational sustainability

Guide to our Strategic Priorities
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Our vision
A mentally healthier world.

Our mission
Enabling mentally healthier lives through innovations in science, medicine, education, public policy and knowledge translation.

What we do

The Black Dog Institute is a global leader in mental health research and one of only two Medical Research Institutes in Australia to focus on mental health and suicide prevention. Uniquely, Black Dog has a strategic priority to use the latest technology and other tools to quickly turn its world-class research findings into clinical services, educational programs and e-health products that improve the lives of people with mental illness.

Our aim is to reduce the severity and incidence of mental illness, actively reduce suicide rates, remove the stigma around mental illness, and empower everyone to look after their mental health.

While Australia has come a long way in the detection and treatment of mental illnesses, the statistics below highlight the work that still needs to be done:

- Each year 1 in 5 Australians experience a mental illness.1
- Suicide is the leading cause of death for Australians between 15 and 44 years of age.2
- The annual cost of mental ill-health in Australia is over $60 billion.3

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We’re proud of the strides Black Dog researchers and staff are making to tackle these problems. They work within the following seven key research priority areas:

• suicide prevention
• e-mental health
• workplace mental health
• novel treatment approaches
• prevention in young people
• trauma and mental health
• knowledge translation and implementation science.

The voice of lived experience

Our Lived Experience Advisory Panel informs the development of everything we do. The panel reflects the diversity of those in the general population with a lived experience of mental illness, including those who have a mental illness and those who care for them. Panel members offer perspective and advice on a range of Black Dog activities, including research priorities, research methods, implementation and delivery of programs and services, and dissemination of information. Currently, there are also 97 lived experience presenters sharing their stories with the wider community.

Knowledge translation – driving innovation

At the Black Dog Institute, we don’t just want our research to be ground-breaking – we want it to be life-changing. That’s why knowledge translation is so important in what we do. It’s the difference between research that fosters innovation, and research that sits on a shelf. We work hard to turn the findings of our research teams into e-mental health products, educational resources and clinical services.

Kate Wright
LIVED EXPERIENCE PRESENTER
Key statistics 2017/2018

- 198 peer-reviewed journal articles published
- 97 lived experience presenters sharing their stories to Australians all across the country
- 16,687 new online registrations to access e-mental health programs
- 251,210 social media engagements
- 2,307 patients seen across six clinics
- 41 trained facilitators delivering educational programs
- 1,116,262 unique website visitors
- 47,975 education programs delivered to people in Australia
- 43 research fellows
- 3 advisory panels
- 143 number of active research studies
Message from the Chair

This year the Black Dog Institute has once again grown in both its achievements and aspirations. Black Dog exists because in our hearts we believe everyone deserves peace of mind, and we want to harness the power of science to do something about it. With our world-leading LifeSpan trials we are building the tools that may reduce suicide deaths by up to 20%. While significant progress has been made in the prevention and treatment of mental illness globally, the exploration of “inner space” has only just begun, especially considering we have learnt more about the brain in the last 30 years than in all of human history. It is an enormous privilege to witness the work of the entire Black Dog community as they go on this mission of discovery and hope.

Under the skilled and inspiring leadership of Director and Scientia Professor Helen Christensen, her highly committed colleagues at Black Dog have continued to create cutting-edge clinical services, education programs and e-health products throughout the 2017/18 financial year. These projects neatly illustrate how we’re engaging in knowledge translation – that is, turning the work of Black Dog’s researchers into tangible, evidence-based products and services that impact the lives of Australians with mental illness.

The organisation has maintained its dedication to providing high-quality online mental health programs, which can be valuable for people experiencing mild to moderate difficulties, especially if they have limited access to face-to-face services due to distance, cost or stigma. In 2018 we relaunched two such programs, myCompass, the online self-help tool, has been upgraded to allow users to build a dashboard of tools and track their mental health using new-generation activity trackers, then access information and strategies to turn things around if necessary. In the youth space, BIT BACK has been updated with new interactive elements following input from young Australians. The popular online positive psychology program for teens delivers quizzes, activities and tools designed to increase resilience and mental fitness.

All of us at Black Dog find it rewarding to see how committed Australians are to creating a mentally healthier world. So many people have been affected, either directly or indirectly, by the power of mental illness to shatter peace of mind – but instead of despairing, they find ways to support us. Every action they take – a donation, a volunteering effort or an open conversation about mental health with their friends and family – helps us destigmatise and fight mental illness. I thank these people for their generosity of spirit and kindness of heart. Finally, my warmest thanks and congratulations go to everyone in the Black Dog community: my fellow board members at Black Dog and the Black Dog Foundation, the executive team, researchers, staff, volunteers, donors and corporate partners. Your work is changing the world we have come to know.

Message from the Director

For the sixth consecutive year, the Black Dog Institute has continued to grow rapidly. I would like to acknowledge Black Dog’s superb team and our Board, led so well by our Chair, Peter Joseph AM, for steering our organisation through this period and making us stronger and sustainable.

At Black Dog, our belief in the power of community and our vision of a mentally healthier world motivate us to equip people at all levels of our local communities with the skills they need to support others.

Our workplace research team, for example, focuses on how workplace cultures can improve mental health among employees. Workplace mental wellbeing constitutes a key initiative of the Australian Government’s Fifth Mental Health and Suicide Prevention Plan, and was recognised by KPMG’s 2018 Investing to Save report as a strategy expected to save $4.5 billion a year. Within Black Dog, Assoc. Prof. Samuel Harvey’s research, published in Lancet Psychiatry in 2017, demonstrated that manager training significantly improves employees’ wellbeing and productivity. This training, available through Black Dog, has since been delivered to over 3000 managers across Australia.

Community is also central to Black Dog’s landmark LifeSpan research trial, which aims to lower suicide deaths and attempts by upskilling healthcare professionals and everyday Australians to support those at risk of suicide. Key milestones to date include the delivery of mental health programs to over 5000 school students, and the release of the Guidelines for integrated suicide-related crisis and follow-up care in Emergency Departments and other acute settings, developed collaboratively with carers, people with lived experience, and health professionals.

Throughout 2017/18 Black Dog has continued to trial and deliver a range of e-health services, including support and therapy after a suicide attempt, programs in schools to prevent depression and sleep problems, and workplace prevention. Digital technologies allow us to scale up and reach more people quickly. We are also pleased to receive funding for prevention work from the Commonwealth Department of Health alongside Everymind through the Prevention Hub.

In 2017, Black Dog joined Neuroscience Research Australia (NeuRA), South Eastern Sydney Local Health District and UNSW Sydney to form the Mindgardens Alliance, a new company that aims to improve the care and understanding of neurological, mental health and drug and alcohol conditions by bringing clinicians, patients and researchers together. In 2018 we advocated for the establishment of the Million Minds Mission, which will now provide $125 million over 10 years under the Medical Research Future Fund for participatory research into the causes, prevention and treatment of mental illness. On a global level, we now participate in EU Horizon Projects, the Global Consortium for the Prevention of Depression, and the European Alliance Against Depression. Collaboration will accelerate new treatments for mental illness, and will continue to build Black Dog Institute’s reputation for outstanding mental health education, research and clinical services.

Peter Joseph AM

Scientia Professor Helen Christensen, Director
Detect and deliver: mobile-based mental health services

Drawing on smart-device technology, the Black Dog Institute can detect risk of mental health problems and deliver real-time help online or through an app.

Hover over each app for a summary of its purpose, and click to read more about it on the website.
Creating a mentally healthier world.

Web-based mental health services for individuals and healthcare professionals

**Smooth Sailing**
Dr Bridianne O’Dea and the Digital Dog research team at Black Dog Institute have developed an online mental health service for high school students. Dr O’Dea is currently investigating how this virtual stepped-care clinic is used by adolescents with different mental health needs.

The service, called Smooth Sailing, is a website young people can visit in the classroom, and it screens their mental health and allocates them to a level of care. If they’re in need of help, it automatically alerts the school counsellor and also follows up with the user every two weeks through SMS and email check-ins. It also alerts the GP in real time when a young person isn’t doing well or fails to respond.

**StepCare**
The StepCare Service is the Black Dog Institute’s mental health digital solution designed specifically for the general practice setting. It supports GPs to provide cost-efficient, early intervention and treatment for Australians with anxiety and depression.

Using mobile tablets in the waiting room, patients complete a short, voluntary survey that instantly assesses their mental health and immediately sends a report to their GP. If adults with anxiety, depression and/or at-risk behaviours are identified, StepCare recommends evidence-based stepped prevention, early intervention and treatment. It then links patients to mental health care solutions tailored to the severity of their symptoms, and monitors symptoms and treatment adherence, providing feedback to both patient and GP.

**HeadCoach**
The Black Dog Institute is working with UNSW Sydney, the University of Sydney, beyondblue and the Movember Foundation to develop and test HeadCoach.

The most common mental conditions seen in the workplace – including depression, anxiety and stress-related disorders – are treatable and often preventable. Managers and supervisors can influence workplace risk factors for the onset or worsening of these conditions (factors like conflicting and excessive demands, collegial support and organisational communication).

HeadCoach is an online training program that aims to improve managers’ confidence to effectively respond to the needs of staff experiencing mental health issues and to implement evidence-based managerial techniques that promote a more mentally healthy workplace.

**Ready**
READY is a web-based decision aid tool designed to help employees decide whether they are ready to disclose a mental health issue to their employer. A study is currently being conducted into its effects on decisional conflict in relation to disclosing a mental health condition in the workplace at post-intervention. The project is developed in partnership between the Black Dog Institute, UNSW Sydney and the University of Sydney, and could be a useful tool for disclosure of mental illness in the workplace.

The other aim of the study is to evaluate the associations of stigma, discrimination, bullying, stress and resilience with this decisional conflict in relation to disclosing a mental health condition.

Black Dog Institute IT Team

Our apps and web-based services are developed with the expertise of our IT Team, a group of highly skilled and motivated professionals. As a team they develop IT solutions to support the Black Dog Institute’s work across a range of areas, including e-mental health tools delivered as web or mobile applications, and systems that support research trials. In addition, they look after internal IT requirements for Black Dog such as Education services, clinic technical operations and the day to day business of the Institute. Read more about their work at blackdog.org.au/it-team.
Taking care of business: improving mental wellbeing among Australian workers

Renewed funding, broadened horizons

Following the success of Black Dog’s workplace research stream, 2018 has seen the funding of its entire mental health workplace program renewed until 2020. From 1st July 2017, three-year funding will be provided by the icare Foundation together with the Mental Health Branch of NSW Health.

Having the icare Foundation on board promises to deliver an exciting three years of exploration and innovation in the area of workplace research, and their involvement has meant that Black Dog’s work, previously focusing primarily on first responders, can now broaden to include additional at-risk work groups, such as junior doctors, healthcare workers, construction workers and those with insecure employment. The workplace research team is looking forward to taking what they have learnt from five years of research with first responders and beginning to apply that to these groups.

Mental health training for managers

The Black Dog Institute’s workplace research team has been collaborating with each of the first-responder agencies in NSW to develop new, evidence-based training programs. One of the most significant innovations has been the work they have done in understanding how better training of managers can lead to significant benefits for workers’ mental wellbeing.

Part of this work included the study of the effect of the RESPECT mental health training. The training, which was developed by researchers at UNSW Sydney and the Black Dog Institute, was delivered to managers of Fire and Rescue NSW in a randomised controlled trial. In addition to large reductions in work-related sickness absence, the training was also associated with a return on investment of $9.98 for each dollar spent on training.

It was the first study to show that training managers about mental health can have a direct effect in improving occupational outcomes for employees. It is also the first time that a dollar figure on the value of manager mental health training has been able to be calculated.

‘Managers are in a unique position to help employees with their mental health, yet many can feel reluctant to raise mental health concerns without formal training.’

‘With a large proportion of employees now working longer and more flexibly than in previous generations, these results are a promising sign that managers can take a more active role in assisting their employees to lead mentally healthier lives.’

A/Prof Samuel Harvey, Head of the Black Dog Institute’s Workplace Mental Health Research Program

“One of the key problems of mental illness is the impact it can have on people’s careers, but this doesn’t have to be the case,” said lead author Associate Professor Samuel Harvey, who leads the Workplace Mental Health Research Program at the Black Dog Institute. “Having a supportive manager can make a huge difference to a person’s mental wellbeing, and as this study shows, giving basic mental health training to managers can bring significant changes to both confidence and behaviour among staff.”

The RESPECT trial neatly demonstrates knowledge translation in full force – in the year since the findings were published in The Lancet, the workplace research team has collaborated with Black Dog’s education team to roll out the training to over 3000 managers in a range of industries across Australia.
Exploring new frontiers in depression treatment

The Black Dog Institute is renowned for its research into novel treatments, which help us rethink the way we manage treatment-resistant depression and other mental illnesses. In particular, the ECT CARE Network and the development of a ketamine side-effect monitoring tool demonstrate how researchers from the Black Dog Institute and UNSW Sydney are lighting the way for clinicians the world over when it comes to new treatments.

The CARE network

Electroconvulsive therapy (ECT), which involves stimulating the brain with a carefully controlled current while the patient is under a short-acting general anaesthetic, is considered the most effective treatment for severe depression, and is often prescribed if medication and talking therapies haven’t improved symptoms. However, ECT practice can vary among individual hospitals and practices, both in Australia and overseas, which can in turn result in differences in outcomes for patients. Professor Colleen Loo, now President of the International Society for ECT and Neurostimulation, found that she was often approached by practitioners who were seeking clarity around ECT best practice. And so the CARE Network (Clinical Alliance and Research in ECT Network) was born, serving as a way to consolidate and build on new knowledge, with the 35 participating hospitals invited to share data on practice and outcomes.

Established by Prof Loo and her team of UNSW Sydney researchers based at Black Dog, with set-up funding in 2015 from the NSW Mental Health Commission, the CARE Network has three aims: to provide tools for practitioners to improve their clinical services and patient outcomes, to facilitate benchmarking, and to examine data so that it can be used when improving practice and policy. In addition to helping clinicians monitor ECT patients for their response and side effects – thus allowing them to provide better care – it also collects de-identified clinical data, which can then be used in benchmarking by participating hospitals to improve care. For example, it can help identify if there are population groups that respond better to certain treatment approaches.

The possibilities of ketamine

The last few years have seen a surge of enthusiasm about the potential of ketamine to treat severe and treatment-resistant depression, with an increase in off-label use globally for that purpose. Studies suggest an immediate benefit that is quite remarkable, including research conducted by Prof Loo, which showed preliminary evidence of promising results for ketamine delivered to depressed patients in repeated doses. But a 2017 world-first systematic review, published in the prestigious Lancet Psychiatry, found the risks of long-term use of ketamine as an antidepressant remain unclear.

In light of this, Prof Loo and her team are currently investigating the effectiveness and safety of administering ketamine on an ongoing basis, with a view to discovering essential details around safety measures and monitoring. They are using their findings to develop a side-effect monitoring tool in consultation with other global experts. The tool includes a screening form that flags factors the treating practitioner should look for before treatment begins, and guidelines that highlight the side effects clinicians should check for following ketamine administration – in the immediate term, from one treatment to the next, and in the weeks to months after treatment.

"As ketamine treatment will likely involve multiple and repeated doses over an extended time period, it is crucial to determine whether the potential side effects outweigh the benefits to ensure it is safe for this purpose."

Prof Colleen Loo, UNSW Sydney
Co-author of "Side-effects associated with ketamine use in depression: a systematic review" and ketamine research leader based at the Black Dog Institute
LifeSpan: Australia’s largest scientific suicide prevention research trial

LifeSpan is an evidence-based suicide prevention initiative developed by the Black Dog Institute and funded by an independent philanthropic grant from the Paul Ramsay Foundation. Black Dog is delivering the program to four NSW trial sites and scientifically assessing its impact.

LifeSpan involves the implementation of nine evidence-based strategies simultaneously within a localised area. This integrated systems approach is expected to prevent 21% of suicide deaths, and 30% of suicide attempts.

LifeSpan and the innovative use of data

In an Australian-first, the Black Dog Institute, supported by the Paul Ramsay Foundation, has developed a new technology platform that links multiple sources of data on suicide. Partnering with SAS Technology and the Australian National University, the Black Dog Institute is pioneering the highest quality of suicide prevention intelligence data currently available. Using GIS (geographic information system) spatial analysis, the interactive data platform visually identifies suicide clusters, trends and rates, down to the postcode level. Socioeconomic and social risk factors also form part of this analysis, allowing us to both confirm or refute what was previously assumed about suicide in our communities, which in turn enables better and more targeted service provision. This analysis is currently provided to our NSW LifeSpan Trial sites, as well as many of the National Suicide Prevention Trial sites that we support across the country. It has already influenced community decision-making around suicide prevention measures including means restriction, public space management, priority population identification and disproving inaccurate reports of local suicide trends perpetuated by the media. There is now a need to provide this information to communities nationally.

This development builds on five years of ground-breaking work undertaken through Black Dog Institute’s NHMRC Centre of Research Excellence in Suicide Prevention, also the first of its type in Australia.
BITE BACK, fight back: youth positive psychology site relaunched

At Black Dog, our goal is to reach young people where they are – whether they’re in the suburbs, in regional areas, in the classroom, or on their phones – and give them e-mental health tools that engage them then and there, designed for accessibility and convenience. We were thrilled to relaunch BITE BACK, the online positive psychology program for adolescents aged 12-18 (and Australia’s only free program of this kind), in April 2018. The program has been designed to boost teenagers’ wellbeing and resilience, which often take a hit during times of stress and which are important for helping them deal with the changes of adolescence that can affect their mental health, including peer pressure, cyberbullying, relationships, and dealing with social media.

The evidence-based program was redesigned with input from young Australians and features new activities, quizzes, stories and videos that cover a range of recognised positive psychology domains including gratitude, social connections, mindfulness, character strengths, and meaning and purpose. The primary feature of BITE BACK Version 2.0 is a six-week ‘Mental Fitness’ Challenge that offers users the chance to win a $250 voucher for a popular brand. Other enhancements include a fully mobile-responsive format meaning the program can be accessed from phone, tablet and desk top devices and a clean, fresh look and feel, making the site easy to navigate and information simple and easy to access.

An earlier randomised controlled trial (RCT) showed BITE BACK was effective in decreasing symptoms of depression and anxiety, and increased wellbeing in young people, particularly those who used the website for more than 30 minutes per week.

BITE BACK is being rolled out to schools Australia-wide, with Black Dog’s ‘Mental Fitness Presentation’ being used to introduce the program. Already, over 4000 teens are seeing the benefits. Scarlett Kendrew, 12, from Sydney Secondary College, Leichhardt Campus, said BITE BACK has helped her feel more proactive about looking after her mental wellbeing. “Most mental health lessons we receive are delivered in classrooms where you have to sit down and listen, but this is more interactive and personal than other types of education,” she said.

‘BITE BACK can address early signs of mental health problems by getting young people to focus on their strengths, and by building their resilience to stress.’

‘Rather than targeting teens when mental health issues are already present, BITE BACK takes a preventative approach by helping young people to identify and focus on the good things in their lives.’

Prof. Vijaya Manicavasagar, Director of the Black Dog Institute’s Psychology Clinic, and lead investigator on the BITE BACK RCT
Growing mental health resilience in regional Western Australia

Mental health is a growing concern in Australia, with suicide being the leading cause of death for Australians aged 15-44. The rate of suicide is even greater for men in regional and remote areas. “You talk about road deaths, I probably know half a dozen, but when it comes to suicide, you can multiply that by three or four times,” says CBH Chairman, Wally Newman.

Identifying the specific needs of their community, the CBH Group partnered with the Black Dog Institute to deliver the CBH Black Dog Mental Wellness Program across the Western Australian grain-growing region from 2015 to 2018. Following the success of that initial three-year program, and heartened by the enthusiastic support it has received within WA communities, Black Dog and CBH have extended their agreement. This will see further training delivered in the region from 2018 till 2020.

The program covers three streams of education:

- providing health professionals in these regions with the confidence, resources and skills to better diagnose, treat and manage depressed and suicidal patients
- workplace mental wellness training for grain-growing farm employees and owners, and lived experience community presentations for farming communities
- delivering seminars to school students in grain-growing regions to increase mental health literacy, reduce stigma, and promote help-seeking.

Building resilience in the region is critical to the survival of entire communities. “You need to let your businesses be prepared and get ready for these sorts of occurrences of fluctuating seasons,” says CBH Director, Brian McAlpine. “And if you can do that, and use the tools and the professional support, there’s a very positive and bright outlook for our agriculture and grain-growing industry.”

In response to feedback from farming business owners, the extended program will incorporate webinars so that growers with strict work schedules can access training at convenient times. Other changes include a focus on additional patient groups within the health professional training, and targeted presentations for specific communities facing suicide crises.

While the program is currently only being delivered across WA’s grain-growing region, with the right support this resilience-building approach could be rolled out to other regions across Australia.

‘I didn’t know much about such issues before, my knowledge was very limited. The presentation not only helped me be aware of what to do with someone going through such difficulties, but it also made me more aware of what I was going through.’

Student, Cunderdin District High School

‘Beti is a wonderful speaker. I thank her for her speech and for altering it to suit the audience. We look forward to working with the Black Dog Institute again in the near future to keep these events going, it is definitely a topic that the Kellerberrin Community require information on.’

Workplace participant, Kellerberrin

‘This was a fantastic opportunity for multidisciplinary training.’

Psychologist, Esperance workshop
Riding into the record books: raising funds and awareness for suicide prevention

It’s our community of wonderful supporters who raise not only much-needed funds but also awareness, which goes a long way towards our goal of destigmatising mental illness. Both of these elements in turn create a more sustainable Black Dog, funding the projects that allow us to turn our ground-breaking research into action.

Ben Woods’ ride around Australia – and into the Guinness World Records

Take the length of the Tour de France and multiply it by roughly 5.7 – that’s the distance Sydney man Ben Woods rode by bike across the four points of Australia in support of the Black Dog Institute.

Ben left Sydney in June 2017 to take on the Guinness World Records title in honour of his younger brother Jason, who he lost to suicide three years ago. Ben used the journey to raise funds and awareness for Black Dog’s mental health education programs, reaching over $300,000.

During the ‘Ride for Jase’, Ben travelled to the most Northerly, Southerly, Easterly and Westerly points of the country as well as the middle of Australia. In the months leading up to his death, Jason often spoke about wanting to travel around Australia. Ben took on the challenge solo, carrying Jase’s ashes with him on the journey he couldn’t make.

The ride wasn’t without its setbacks, including undergoing shoulder surgery after an accident outside Brisbane 10 days into the ride. Defying doctors’ expectations, Ben returned to the saddle just eight weeks after the crash, going on to ride up to 400km a day to make up precious time. In the process he earned himself the Guinness World Record title for the longest journey by bicycle in a single country.

“It has been such a humbling experience to have done this not only for Jase but for all those who have supported us and for those who have gained something from this ride,” said Ben. Making it home in February 2018, he was supported on his remarkable Ride for Jase by his wife Kat in a camper van.

Click here to read more about Ben’s Guinness World Record win and watch him on his journey.
FGG investing in youth suicide prevention

In 2017/18, Future Generation Global Investment Company (FGG) has continued to make crucial research into youth suicide prevention possible at the Black Dog Institute. FGG is Australia’s first internationally-focused listed investment company with the dual objectives of providing investors with diversified exposure to global equities and helping to improve the lives of young Australians experiencing mental health issues. Black Dog is proud to be one of the eight selected mental health organisations that has received funds from FGG – donated from its net assets each year – since 2016 under a five-year plan.

FGG is leading the way with a bold new approach to Australian philanthropy, and setting a new benchmark for the way philanthropy, industry and the community sector can work together to address one of society’s biggest problems. The 14 fund managers involved in FGG have generously waived their management fees and performance fees, which enables FGG to support these organisations.

With the funds donated by FGG, Black Dog established the Youth Centre of Research Excellence in Suicide Prevention to work on reducing suicide attempts and deaths among young people. This is an ongoing issue, with suicide being the leading cause of death in young Australians aged 15-24 years old.

In particular, Black Dog has been able to appoint three researchers within the Centre to lead studies into new solutions aimed at lowering suicide risk in young people, which leverage smartphone technology and social media to help mental health services reach young people where they are. These include the development of a therapeutic smartphone app that helps a young person to manage suicidal thoughts, a text messaging system to provide follow-up care for youth discharged from hospital following a suicide attempt, and smartphone technology to detect social withdraw (a known risk factor for suicide).

“Knowing the FGG shareholders have put their trust in us and our ability to deliver results in the face of our great challenge - suicide prevention - is a source of inspiration,” says Black Dog Institute Scientia Professor Helen Christensen.
Luke Jewell, 58, from NSW, is one of Black Dog’s Lived Experience Advisory Panel members. The panel, consisting of a diverse group of people who have either experienced a mental illness or cared for someone who has, meets quarterly to advise on a range of the organisation’s projects, from research trial design to marketing content. Everyone has a voice when it comes to mental health, but those of people with lived experience are particularly valuable, because it’s only with their insight that our researchers and staff can design studies, services and resources that are truly effective.

What’s your lived experience of mental ill-health?

I have lived with anxiety and depression since my teenage years. This became more serious when I lost my brother Mark to suicide, and my mother due to illness, 15 years ago. I am doing a lot better these days due to a combination of a healthier lifestyle and regular counselling; however, I am always aware of my need to manage my mental and physical health and maintain a good work-life balance.

What inspired you to sign up for the Lived Experience Advisory Panel?

I really wanted to make a difference in the area of mental health research and ultimately community health outcomes - especially regarding suicide rates.

What are some of the projects you’ve advised on?

• Review of an Online Repetitive Negative Thinking Intervention

Can you give readers an insight into the consultation/advisory process?

The panel meets quarterly for two hours and is generally presented with a range of Black Dog research projects or associated work being done through UNSW - all of which address mental health issues. We also offer our advice/experience about how a consumer would view web content or other collateral such as flyers which seek to communicate important mental health issues or call for participation in research projects. The panel consists of a broad mix of age, gender, lived experience and often involves lively debate and comment and shared experience - a really positive and useful vehicle for Black Dog research and education work.

What do you get out of the role on a personal level?

I believe that one of the keys to recovery and maintenance of mental health is trying to give out to the community, especially where you can see direct benefits to the health of others. It also allows me to share openly with others who understand and empathise with lived experience.

Dr Kit Huckvale, a postdoctoral fellow at Black Dog, explains how consultation with the Lived Experience Advisory Panel has influenced research design on the Living Lab project.

Can you tell us about a project of yours that the Lived Experience Advisory Panel consulted on?

The idea of the Living Lab is to establish an online hub and virtual laboratory where health care users, practitioners, and researchers can exchange information and ideas with the aim of improving the prevention and treatment of mental illness. This will include a digital registry that captures the behaviour of university students and young people to try and predict who might develop a mental illness or whose mental health might change in the future.

What was the issue you took to the Panel?

Digital consent and privacy is a big issue for research right now. It’s also topical, thanks to the increasing trend of governments encouraging individuals to move their private information online. It can be common for people to receive an overwhelming amount of legal information and give consent without really understanding the terms. Work by a colleague in the Digital Dog team, Dr Frances Shaw, has highlighted the challenge of explaining digital studies in ways that don’t over-simplify the information, at one extreme, or rely on jargon at the other. To investigate the feasibility of the digital registry, our team wanted to explore the best way to get informed digital consent from participants, so we asked the Panel to reflect on alternatives. We were also interested in their own experiences of consent, and asked for good or bad examples of trying to navigate terms and conditions, for example when applying for a credit card.

Dr Huckvale will consult with the LEAP group again to present a design solution for the trial based on their feedback and insights.

This was a really informative exercise. The advisory panel cottoned on quickly to what we were trying to get at and thought really quickly around a problem. This is a key advantage for a researcher – you don’t have to spend a long time explaining your ideas to get high-quality feedback.

What was some of the interesting feedback from the members about your research design?

The advisory members drew links between the question of providing consent for data collection and how data compliance is handled in the areas they work in. In general they supported the idea that we should be trying a different approach. The exciting thing was they wanted us to be more ambitious – not to just think about consent at the very start of the study but also across the life of the study. They noted it would be preferable and more interesting to see what opportunities we can give people to trace how their data are used throughout the research pipeline – from data collection to analysis to impact. It’s about being more transparent, while also connecting people to the difference their contribution has made.

Creating a mentally healthier world.
Notable high-impact Black Dog Institute publications in FY17/18


- Vancampfort, D., Hallgren, M., Firth, J., Rosenbaum, S., Schuch, F. B., Mugisha, J., ... & Stubbs, B. (2018). Physical activity and suicidal ideation: a systematic review and meta-analysis. *Journal of Affective Disorders*. DOI: 10.1016/j.jad.2017.08.070. A potential approach to suicide prevention that has not been closely examined is physical activity. The study suggests higher physical activity levels are associated with lower suicidal ideation.

- Batterham, P. J., Calear, A. L., Christensen, H., Carragher, N., & Sunderland, M. (2017). Independent effects of mental disorders on suicidal behavior in the community. *Suicide and Life-Threatening Behavior*, 47(8), 1237-1241. DOI: 10.1111/slth.12379. This study found that of nine common mental disorders, all associated with suicidal ideation, only obsessive-compulsive disorder (OCD) and posttraumatic stress disorder (PTSD) were significantly associated with suicide attempt among participants with ideation, independently of other disorders. The findings highlight the importance of OCD and PTSD in the development of suicidal behaviour, and offer the potential for novel clinical interventions.


- Torous, J., Nicholas, J., Larsen, M. E., Firth, J., & Christensen, H. (2018). Clinical review of user engagement with mental health smartphone apps: evidence, theory and improvements. *Evidence-Based Mental Health, elemental-2018*. DOI: 10.1136/eb-2018-102891. The review found that many e-mental health apps are not designed with users in mind, do not solve problems users care most about and are unhelpful in emergencies. In light of such issues, the authors proposed several solutions and highlighted successful examples of mental health apps with high engagement.

- Milligan-Saville, J. S., Tan, L., Gayed, A., Barnes, C., Madan, I., Dobson, M., ... & Harvey, S. B. (2017). Workplace mental health training for managers and its effect on sick leave in employees: a cluster randomised controlled trial. *The Lancet Psychiatry*, 4(11), 850-858. DOI: 10.1016/S2215-0366(17)30372-3. This is the first study to show that training managers about mental health can improve employees’ occupational outcomes. It is also the first time a dollar figure on the value of manager mental health training has been able to be calculated.

- Harvey, S. B., Sellahewa, D. A., Wang, M. J., Milligan-Saville, J., Bryan, B. T., Henderson, M., ... & Mykletun, A. (2018). The role of job strain in understanding midlife common mental disorder: a national birth cohort study. *The Lancet Psychiatry*. DOI: 10.1016/S2215-0366(18)30137-8. This study found job strain appears to independently affect the risk of future common mental disorders in midlife. These findings suggest work-related risk factors might be an important target in efforts to reduce the prevalence of common mental disorders.
Research with impact

Notable high-impact Black Dog Institute publications in FY17/18 - continued


Senate submissions

In the first half of 2018 Black Dog Institute welcomed the opportunity to contribute to two Senate inquiries and influence decision-making at government level. Scientia Prof Helen Christensen delivered the first of these submissions into the Inqurisy into the accessibility and quality of mental health services in rural and remote Australia. Her contribution highlighted:

- the higher rate of suicide in rural and remote Australia, the nature of the mental health workforce in these regions, the challenges of delivering services in these regions, and attitudes towards services
- the potential of Black Dog’s existing research trials and services to help mitigate these issues, including learnings from the LifeSpan research trial, currently in progress, and the use of our e-health services for improved service delivery, particularly telehealth clinical services and StepCare.

In June 2018 A/Prof Samuel Harvey made a submission to the Inquiry into the role of Commonwealth, state and territory Governments in addressing the high rates of mental health conditions experienced by first responders, emergency service workers and volunteers. The submission outlined:

- the Black Dog Institute’s integral role in developing evidence-based solutions to explore how first responders can be better protected against mental illness, and to ensure those who do develop mental health symptoms can get early, high-quality assistance
- the promising results of research being conducted at the Black Dog Institute in partnership with a range of other academic bodies and emergency service organisations, including an evidence-based manager mental health training program for first-responder organisations and the first trials of online and smartphone-based prevention programs, such as HeadGear.

Policy documents

In this financial year, Black Dog researchers have published three policy documents:

- Guidelines for integrated suicide-related crisis and follow-up care in Emergency Departments and other acute settings: best-practice guidelines, consisting of practical strategies and an accompanying clinical summary, developed with the input of healthcare professionals and people with lived experience of suicide
- A Clinician’s Summary of the Expert Guidelines on the Diagnosis and Treatment of Post-traumatic Stress Disorder in Emergency Service Workers: an evidence-based summary of the 2015 publication, Expert Guidelines: Diagnosis and Treatment of Post-traumatic Stress Disorder in Emergency Service Workers, with the aim of facilitating best practice in clinicians' management of emergency service workers
- The framework to create more mentally healthy workplaces: A viewpoint outlines the key strategies employers can implement to create more mentally healthy workplaces: (1) design work to minimise harm, (2) building organisational resilience through good management, (3) enhancing personal resilience, (4) promoting early help-seeking and (5) supporting recovery and return to work.

Additionally, a range of publications by Black Dog researchers have been cited in policy documents during 2017/18, including:

Competitive research grants are an essential piece of the knowledge-translation journey at the Black Dog Institute. Thanks to highly sought-after funding from bodies like the NHMRC, as well as public-sector and industry grants, our researchers can follow their minds down untrodden paths that lead us to better prevention, treatment, diagnosis and education options for mental health. Below are some of our most prestigious current grants, and the tables following contain the full list.

- NHMRC Project Grant: awarded for the Future Proofing trial (led by Scientia Prof Christensen). While it’s known we can prevent depression in 22% of young people at risk, the problem is providing prevention interventions easily and universally. This RCT involving 20,000 young people aims to discover how to use smartphones to deliver preventive interventions on a large scale.

- NHMRC Early Career Fellowship: awarded to Dr Michelle Tye for ‘A developmental approach to suicide prevention and related harm among Australian youth’. In order to prevent suicidal risk among Australian youth, this Fellowship will focus on improving evidence-based childhood prevention, as well as risk identification, to increase the timeliness of intervention.

- NHMRC & European Union-funded grant: awarded for ImpleMentAll (led by A/Prof Phil Batterham, Scientia Prof Helen Christensen and A/Prof Alison Calear), which aims to address the problem of few digital interventions making the transition from research into practice.

### Research grants

**Black Dog Institute-led grants**

<table>
<thead>
<tr>
<th>Funding body</th>
<th>Type of grant</th>
<th>Principal investigator</th>
<th>Co-investigators</th>
<th>Project title</th>
<th>Amount funded</th>
<th>Years of funding</th>
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<td>Christensen</td>
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<td>Prevention Hub Mental Health Research Program</td>
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<td>Commbank - Grassroots</td>
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<td>Christensen</td>
<td>Year Advisor Training</td>
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# Research grants

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<th>Years of funding</th>
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<td>Christensen</td>
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<td>Glozier</td>
<td>Men@work project: Utilising new ehealth technologies to improve the mental health of Australian male workers</td>
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<td>Hickie, Mackinnon, Calear, Batterham, Martin, Butler, Teesson, Proudfoot</td>
<td>Centre of Research Excellence for improving suicide prevention in Australia through better implementation of effective interventions, improved risk identification and evidence informed policy (CRESPP)</td>
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<td>Venkatesh, Werner-Seidler, Calear, Mackinnon, Hudson, Oei, Larsen, Batterham</td>
<td>A RCT of depression prevention in adolescents: the Future Proofing trial</td>
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<td>Prevention at critical points: A randomised controlled trial of an e-health application to prevent depression, suicide risk and anxiety in youth (TRIPOD)</td>
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<td>Judy Proudfoot</td>
<td>Wilhelm, Campbell, Zwar, Pavlovic, Gunn</td>
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<td>Project Grant</td>
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<td>Christensen, Jackson-Pulver, Mackinnon, Hunter, Burns, Shanahan</td>
<td>Using an app for suicide prevention amongst young Indigenous people: A randomised controlled trial (iBobby)</td>
<td>$918,809</td>
<td>2015-2017</td>
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</table>
## Research grants

<table>
<thead>
<tr>
<th>Funding body</th>
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<th>Years of funding</th>
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<tr>
<td>NSW Department of Health</td>
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<td>Development Grant</td>
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<td>Christensen</td>
<td>The development and testing of a smartphone app to support the mental health and wellbeing of NSW junior medical officers (JMOs)</td>
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<td>NSW Department of Health</td>
<td>Research Grant</td>
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<td>Cockayne, Anderson, Larsen, Carter, Fogarty, Martin</td>
<td>Back to Base Pulse Oximetry Trial</td>
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<td>NSW Department of Health</td>
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<td>myCompassToo!: Innovative e-mental health for those with intellectual disability</td>
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<td>Ottonin Foundation</td>
<td>Research Grant</td>
<td>Mark Larsen</td>
<td>Shand, Morley, Haber, Christensen</td>
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<td>Paul Ramsay Foundation</td>
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<td>Sacred Fire Foundation</td>
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<td>Kurdiij app</td>
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<td>SMHR (Society for Mental Health Research)</td>
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<td>Exploring early pathways to mental illness and related harms: An implementation feasibility and acceptability study</td>
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<td>2017</td>
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<td>South West Sydney Research</td>
<td>Small Grant Scheme</td>
<td>Katherine Boydell</td>
<td>n/a</td>
<td>Disability in South Western Sydney: Experiences of the Iraqi and Syrian refugee communities</td>
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<td>2018</td>
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<td>SPHERE</td>
<td>Collaborative Research Grant</td>
<td>Kit Huckvale</td>
<td>Christensen, Carr</td>
<td>Towards a hub for mental health predictive analytics research: Exploring the feasibility of a youth data registry</td>
<td>$39,496</td>
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<td>UNSW Sydney</td>
<td>Strategic Priority Collaborative Research Scheme</td>
<td>Katherine Boydell</td>
<td>Lenette, Albury, Newman, Zwi, Haire, Bothfield</td>
<td>The use of ethical guidelines in visual research</td>
<td>$3,000</td>
<td>2017-2018</td>
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<td>UNSW-USyd</td>
<td>Mental Health and Wellbeing Research Grant</td>
<td>Fiona Shand</td>
<td>Morley, Larsen, Chia, Christensen, Haber</td>
<td>Low-intensity intervention: Alcohol use and suicide attempt</td>
<td>$18,287</td>
<td>2017</td>
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</table>
## Research grants

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<tr>
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<tbody>
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<td>AFFIRM Foundation</td>
<td>Research Grant</td>
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<td>Batterham</td>
<td>Developing better screening tools to assess suicide risk in young people</td>
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<td>Stapinski, Chapman, Newton, Ward, Champion, Kay-Lambkin</td>
<td>Positive Choices to prevent alcohol and drug-related harms among young Aboriginal and Torres Strait Islanders: Implementation and expansion</td>
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<td>Australian Research Council</td>
<td>Australian Research Council Linkage Grant</td>
<td>Julien Epps</td>
<td>Larsen</td>
<td>Automatic speech-based assessment of mental state via mobile device</td>
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<td>Australian Rotary Health</td>
<td>Project Grant</td>
<td>Alison Calear</td>
<td>Carron-Arthur, Banfield, Batterham, Fisk</td>
<td>Silence is Deadly: A cluster-randomised controlled trial of a mental health help-seeking intervention for young men</td>
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<td>Batterham</td>
<td>Update of Beacon service catalogue</td>
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<td>beyondblue</td>
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<td>Phil Batterham</td>
<td>Calear, Banfield</td>
<td>The Way Back Support Service</td>
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<td>James, Rich, Shepard</td>
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<td>Australian Mental Health Initiative</td>
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<td>Christensen, Okely, Deane, Jones, Eckermann, Trost, Polman, Borkoles, Lonsdale</td>
<td>Ahead of the Game: A national and sustainable sports-based intervention to promote mental health and reduce the risk of mental health problems in Australian adolescent males</td>
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<td>CRE in mental health and substance use: Translating innovative prevention and treatment strategies</td>
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## Research grants

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<tr>
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<td>NHMRC</td>
<td>Project Grant</td>
<td>Alison Calear</td>
<td>Christensen, Batterham</td>
<td>Suicide prevention in schools: A social connectedness approach</td>
<td>$793,112</td>
<td>2015-2018</td>
</tr>
<tr>
<td>Funding body</td>
<td>Type of grant</td>
<td>Principal investigator</td>
<td>Co-investigators</td>
<td>Project title</td>
<td>Amount funded</td>
<td>Years of funding</td>
</tr>
<tr>
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</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Christopher Davey</td>
<td>Loo, Cotton, Glozier, Baune, Amminger, Harrison, Hermens, Somogyi, Martin</td>
<td>A randomised controlled trial of low-dose ketamine in youth with severe depression and elevated suicide risk</td>
<td>$2,232,756</td>
<td>2018-2021</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Kim Delbaere</td>
<td>Proudfoot, Anstey, Callisaya, O'Dea</td>
<td>A novel, technology-based program targeting physical, cognitive and mental well-being to maximise fall prevention in older people: an evidence-based multifactorial approach</td>
<td>$1,475,781</td>
<td>2018-2022</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Colleen Loo</td>
<td>Dokos, Martin, Hadzi-Pavlovic, Bai, Galvez</td>
<td>Clinical outcomes with electroconvulsive therapy: Insights from computational modelling</td>
<td>$347,766</td>
<td>2017-2019</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Colleen Loo</td>
<td>Mitchell, Glue, Fitzgerald, Glozier, Lapidus, Hadzi-Pavlovic, Somogyi, Hackett, Galvez</td>
<td>Ketamine therapy among patients with treatment-resistant depression: a randomised, double-blind, placebo-controlled trial</td>
<td>$2,069,381</td>
<td>2016-2018</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Mills, Katherine</td>
<td>Teesson, Back, Barrett, Cobham, Bendall, Perrin, Brady, Ross</td>
<td>Randomised controlled trial of an integrated cognitive-behavioural therapy for the treatment of co-occurring post traumatic stress disorder and substance use disorder in adolescents</td>
<td>$945,647</td>
<td>2017-2019</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Perminder Sachdev</td>
<td>Rowe, Wen, Slavin</td>
<td>The genetic &amp; environmental determinants of amyloid deposition in older individuals: an amyloid imaging study using the twin design</td>
<td>$625,404</td>
<td>2015-2017</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Slade, Timothy</td>
<td>Slade, Swift, Kypri, Lyskey, Newton, Butterworth</td>
<td>The RADAR project: Identifying early warning signals on the pathways to alcohol use disorder</td>
<td>$884,321</td>
<td>2016-2020</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Steel, Zachary</td>
<td>Silove, Rees, Tol, Eapen, Dadds</td>
<td>Testing a trans generational cycles of violence model in Timor-Leste: Impact of maternal anger on childhood aggression</td>
<td>$843,495</td>
<td>2015-2019</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Maree Teesson</td>
<td>Newton, Slade, Chapman, Mewton, Hides, McBride, Chatterton, Birrell, Allsop</td>
<td>Healthy, wealthy and wise: The long-term effectiveness of an online universal program to prevent substance use and mental health problems among Australian youth</td>
<td>$1,472,709</td>
<td>2018-2020</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Project Grant</td>
<td>Maree Teesson</td>
<td>Mills, Marel, Darke, Ross, Slade, Haber</td>
<td>Australian Longitudinal Study of Heroin Dependence: An 18-20yr prospective cohort study of mortality, abstinence, and psychiatric and physical health comorbidity</td>
<td>$1,193,609</td>
<td>2018-2021</td>
</tr>
</tbody>
</table>
### Research grants

<table>
<thead>
<tr>
<th>Funding body</th>
<th>Type of grant</th>
<th>Principal investigator</th>
<th>Co-investigators</th>
<th>Project title</th>
<th>Amount funded</th>
<th>Years of funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>NHMRC</td>
<td>Targeted Call</td>
<td>Richard Bryant</td>
<td>Whyman, Steel, Brooks</td>
<td>Enhancing adolescent mental health in Indigenous Australians</td>
<td>$1,576,346</td>
<td>2014-2019</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Targeted Call</td>
<td>Maree Teesson</td>
<td>Andrews, Newton, Slade, Chapman</td>
<td>Internet-based universal prevention for anxiety, depression and substance use in young Australians</td>
<td>$1,709,987</td>
<td>2012-2017</td>
</tr>
<tr>
<td>NHMRC</td>
<td>European Union Collaborative Research Grant</td>
<td>Phil Batterham</td>
<td>Christensen, Calear</td>
<td>ImpleMentAll: Towards evidence-based tailored implementation strategies for eHealth</td>
<td>$459,914</td>
<td>2017-2020</td>
</tr>
<tr>
<td>NHMRC</td>
<td>European Union Collaborative Research Grant</td>
<td>Richard Bryant</td>
<td>n/a</td>
<td>Fostering responsive mental health systems in the Syrian refugee crisis</td>
<td>$489,869</td>
<td>2017-2020</td>
</tr>
<tr>
<td>National Institutes of Health</td>
<td>Aging Research Grant</td>
<td>Perminder Sachdev</td>
<td>n/a</td>
<td>COSMIC: An international consortium to identify risk and protective factors and biomarkers of cognitive ageing and dementia in diverse ethno-racial groups and geographical settings</td>
<td>$3,356,066</td>
<td>2017-2022</td>
</tr>
<tr>
<td>Paul Ramsay Foundation</td>
<td>Research Grant</td>
<td>Maree Teesson</td>
<td>n/a</td>
<td>Healthy Lifestyles &amp; Health4life</td>
<td>$12,234,989</td>
<td>2017</td>
</tr>
<tr>
<td>SPHERE</td>
<td>Collaborative Research Grant</td>
<td>Colleen Loo</td>
<td>Mitchell, Rodgers, Martin, Harvey, Berle, Fullerton</td>
<td>Establishing a Clinical Registry for Complex Mood Disorders</td>
<td>$40,000</td>
<td>2017-2018</td>
</tr>
<tr>
<td>SPHERE</td>
<td>Collaborative Research Grant</td>
<td>Phil Batterham</td>
<td>Sunderland, Calear, Carragher, Newby, Slade</td>
<td>Improving the identification of mental and substance use disorders in children and adolescents using novel psychometric methods</td>
<td>$38,099</td>
<td>2017-2019</td>
</tr>
<tr>
<td>Western Sydney University and Australian Research Council</td>
<td>Australian Research Council Linkage Project Shared Grant</td>
<td>Jane Ussher</td>
<td>Boydell, Perz, Hickey, Chambers, Dowsett, Davis, Anazodo, McDonald</td>
<td>LGBTI experiences of cancer survivorship and care</td>
<td>$563,667</td>
<td>2018-2022</td>
</tr>
</tbody>
</table>
## Research grants

<table>
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<tr>
<th>Funding body</th>
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<th>Project title</th>
<th>Amount funded</th>
<th>Years of funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>NHMRC</td>
<td>Career Development Fellowship</td>
<td>Alison Calear</td>
<td>n/a</td>
<td>Preventing suicide in young people: A public health approach</td>
<td>$425,048</td>
<td>2017-2020</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Career Development Fellowship</td>
<td>Phil Batterham</td>
<td>n/a</td>
<td>Improving online mental health programs: Tailored assessment meets tailored therapy</td>
<td>$411,768</td>
<td>2015-2018</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Early Career Fellowship</td>
<td>Simon Rosenbaum</td>
<td>n/a</td>
<td>Working out for the thin blue line: evaluating exercise to improve physical and mental health of police officers with posttraumatic stress disorder</td>
<td>$318,768</td>
<td>2017-2020</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Early Career Fellowship</td>
<td>Michelle Tye Christensen</td>
<td>n/a</td>
<td>A developmental approach to suicide prevention and related harm among Australian youth</td>
<td>$322,952</td>
<td>2018-2021</td>
</tr>
<tr>
<td>NHMRC</td>
<td>John Cade Fellowship</td>
<td>Helen Christensen</td>
<td>n/a</td>
<td>Prevention of depression using e-health technologies</td>
<td>$3,750,000</td>
<td>2014-2018</td>
</tr>
<tr>
<td>NHMRC</td>
<td>MRFF Funded Trip Fellowship</td>
<td>Fiona Shand</td>
<td>n/a</td>
<td>Catch them when they fall: Providing best evidence care after a suicide attempt</td>
<td>$179,118</td>
<td>2018-2019</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Research Fellowship</td>
<td>Richard Bryant</td>
<td>n/a</td>
<td>A translational model for Indigenous mental health</td>
<td>$836,915</td>
<td>2015-2022</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Research Fellowship</td>
<td>Frances-Kay Lambkin</td>
<td>n/a</td>
<td>Right Person, Right Treatment, Right Time: Engaging comorbid populations with eHealth interventions across the lifespan</td>
<td>$575,613</td>
<td>2016-2020</td>
</tr>
<tr>
<td>NHMRC</td>
<td>Research Fellowship</td>
<td>Maree Teesson</td>
<td>n/a</td>
<td>Innovative responses to prevention and treatment of mental disorders and substance use</td>
<td>$739,980</td>
<td>2015-2019</td>
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<tr>
<td>NSW Department of Health</td>
<td>Early-Mid Career Fellowship</td>
<td>Aliza Werner-Seidler Christensen, Boydell</td>
<td>n/a</td>
<td>The implementation of an evidence-based depression prevention program in the school system</td>
<td>$358,260</td>
<td>2017-2021</td>
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<tr>
<td>UNSW Sydney</td>
<td>Scholarship</td>
<td>Michelle Tye</td>
<td>n/a</td>
<td>Apte Scholarship for Academic Women</td>
<td>$20,000</td>
<td>2017-2018</td>
</tr>
</tbody>
</table>
Awards

External Awards

NSW Young Tall Poppy Science Award 2017: Dr Bridianne O’Dea
This accolade is awarded by the Australian Institute of Policy and Science (AIPS) to recognise and celebrate Australian intellectual and scientific excellence and to encourage younger Australians to follow in the footsteps of our outstanding achievers.

The Mental Health Service Early Career Research Award for Innovation 2017: Dr Bridianne O’Dea
TheMHS Awards are given to mental health services, programs and individuals in Australia and New Zealand who provide high quality services for people who have mental illnesses and their families.

The Mental Health Service Tom Trauer Evaluation and Research Award: Dr Fiona Shand
This award recognises an Australian or New Zealand person or research team for excellence in their work in research or evaluation of mental health services and programs.

Bupa Health Foundation Emerging Health Researcher Finalist: Dr Bridianne O’Dea
This award recognises the dedication of early career researchers and their valuable contribution to improving health outcomes for all Australians.

Winc Knowledge Translation Award 2017: Professor Katherine Boydell
Winc has been supporting the Black Dog Institute through fundraising initiatives as well as enabling early career researchers to translate their research findings into the community through the Winc Knowledge Translation Award.

Australian Association for Cognitive and Behaviour Therapy (AACBT) Tracy Goodall Early Career Award 2017: Dr Aliza Werner-Seidler
The award is to recognise research or clinical innovation that has made an outstanding contribution to this field in Australia.

UNSW Innovation Award 2017: Professor Helen Christensen
The UNSW Innovation Awards celebrate the diversity and value of innovation originating from UNSW Sydney staff, alumni and students.

Internal Awards

Travel Award (2017)
Dr Bridianne O’Dea
Dr Mark Larsen
Prof Zachary Steele
Dr Kit Huckvale

Knowledge Translation Training Scholarship
(workshop held on 28-29 August 2017)
Chris Rule
Dr Isabel Zbukvic
Lauren Gardner
Dr Mark Larsen

Best DEBAteS Presentation 2017
Dr Simon Rosenbaum
Travel Award (2018)
Dr Mirjana Subotic-Kerry
Aimee Gayed
Laura Kampel
Dr Mark Deady
Dr Mark Larsen

The Black Dog workplace: innovation and self-care

The Black Dog Institute is proud to have been listed as Human Resource Director (HRD) Magazine’s Innovative HR Teams 2018. The accreditation recognises 35 organisations from across Australia for their progressive workplace cultures and processes. Black Dog was chosen on the back of initiatives encouraging staff to practise self-care.

“A self-care plan helps employees enhance their own health and wellbeing, manage stress and understand personal resilience. Work-life balance is an important piece of the puzzle,” said Marian Spencer, Head of Operations, People and Culture at the Black Dog Institute. Self-care planning complements existing support provided to staff, and encourages them to think about factors like physical wellbeing, mindfulness and relationships.
Our people

This list reflects our diverse community, which is made up of Directors, members of staff, volunteers, colleagues and consultants.

BOARD OF DIRECTORS
Mr Peter Joseph, AM, BComm, MBA
Mr James Blomfield, MA, MBA
Mrs Melanie Kieley, BBus Sci (Hons) GAICD
The Hon Mr Craig Knowles, FAPI, CPV
Dr Timothy Smyth, MB, BS, LLB, MBA
Mrs Carol Berg, BMus, MM
Scientia Professor Helen Christensen

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Scientia Prof Helen Christensen
Director of Discovery and Innovation
Nicole Cockayne
Director of Knowledge Translation
Jon Tennant
Director of Fundraising and Development
Karen Elliff
Director of Corporate Services
Jackie Gambrell

DISCOVERY
Director of Discovery
Scientia Prof Helen Christensen

RESEARCH TEAMS
CRESP (Centre of Research Excellence in Suicide Prevention)
Research Lead
Scientia Prof Helen Christensen

This list reflects our diverse community, which is made up of Directors, members of staff, volunteers, colleagues and consultants.
Our people

CRESP PhD Candidate
Joe Tighe
Research Officer
Dr Bregji Van Spijker

e-Health
Research Lead
Scientia Prof Helen Christensen
Research Fellow
Dr Tjeerd Boonstra
Postdoctoral Fellow
Dr Quincy Wong
Research Fellow
Dr Bridianne O’Dea
Postdoctoral Fellow
Dr Khi Huxvale
Postdoctoral Fellow
Dr Frances Shaw
Postdoctoral Fellow
Dr Peter Baldwin
Senior Research Assistant
Harini Kolamunna
Research Officer
Dr Simon Baker
Research Assistant
Sophie Burgess
Research Assistant
Dr Samineh Sanatkar
PhD Research Student
Jennifer Nicholas
ILP Student
Tiana Edwards

ILP Student
Nur Bahrudin
Prevention in young people
Research Lead
Scientia Prof Helen Christensen
Senior Research Fellow
Dr Aliza Werner-Seidler
Research Program Manager
Dr Mirjana Subotic-Kerry
Research Officer
Melissa Anderson
Research Officer
Dr Belinda Parker
Research Assistant
Lara Johnston
Research Assistant
Catherine King
Research Assistant
Melinda Achilles
Translation and implementation science
Research Lead
Professor Katherine Boydell
Postdoctoral Fellow
Dr Andrea Fogarty
PhD Student
Alexandra Nicolopoulos
PhD Student
Diane Macdonald
PhD Student
Chloe Watfern
Research Assistant
Anna Tewson
Workplace mental health
Research Lead
A/Prof Samuel Harvey
Project Manager
Isabelle Counson
Research Project Manager
Jo Crawford
Research Fellow
Dr Mark Deady
PhD Research Candidate
Aimee Gayed
PhD Research Candidate
Sadhbh Joyce
PhD Research Candidate
Ruth Marshall
Research Assistant
Katherine Petrie
Research Assistant
Bridget Bryan
Research Assistant
David Johnston
Research Assistant
Josie Milligan-Saville
Research Assistant
Leona Tan
Administrative Assistant
Divya Jacob

Novel treatment approaches
Research Lead
Prof Colleen Loo (School of Psychiatry, UNSW Sydney)
Research Associate
Dr Donel Martin
Research Officer
Dr Angelo Alonzo
Research Assistant
Vanessa Dong
Research Assistant
Nicholas Chand
Research Assistant
Michael Kabourakis
Neuroscience Fellow
Stevan Nikolin
Consultant Psychiatrist
Dr Rohan Taylor
Consultant Psychiatrist
Dr Adam Bayes
Consultant Psychiatrist
Dr Sara Teichner
Psychiatry Registrar
Dr Michael Bull
Psychiatry Registrar
Dr Jessica Montfort
Psychiatry Registrar
Dr Truls Bratten
Psychiatry Registrar
Dr Vedran Vulovic
Psychiatry Registrar
Dr Narges Mazioumi

Psychiatry Registrar
Dr Su Lynn Cheah
PhD Student
Adriano Henrique De Matos Moffa
Masters Student
Dr Feng (Raphael) Lin
Visiting Scholar
Dr Gan Tian
ILP Student
Gillian Ophel
ILP Student
Li Yi Tan
ILP Student
Nicola Ball
ILP Student
Ryan Goh
ILP Student
William Flannery
ILP Student
Michael Hong
Administrative Assistant
Chilin Gieng
Research Assistant
Suzanne Nevin
Casual Research Assistant
Rebecca Tyler
Casual Research Assistant
Sylvia Harmon-Jones
Casual Research Assistant
Lauren Irwin
Casual Research Assistant
Nadia Shnier
Our people

Visiting Junior Research Fellow
Marti Guinovart
Research Volunteer
David Wollyn-Huttarsch

Trauma and mental health
Research Lead
Prof Zachary Steel (School of Psychiatry, UNSW Sydney)
Research Fellow
Dr Simon Rosenbaum
Research Fellow
Ruby Wells

BLACK DOG INSTITUTE RESEARCH FELLOWS
UNSW Sydney School of Psychiatry
Professor Colleen Loo
Professor Cynthia Shannon Weickert
Professor Gordon Parker
Professor Henry Brodaty
Professor Marie-Paule Austin
Professor Perminder Sachdev
Professor Philip Mitchell
Professor Zachary Steel
Associate Professor Ute Vollmer-Conna
Dr Simon Rosenbaum

Other UNSW Sydney Schools/Centres
Professor Maree Teesson
Professor Michael Farrell
Professor Richard Bryant
Associate Professor Timothy Slade
Dr Matthew Sunderland

Other universities/institutes
Professor Felice Jacka
Professor Felicia Huppet
Professor Kay Wilhelm
Professor Svetla Venkatesh
Associate Professor Phil Batterham
Associate Professor Alison Callear
Associate Professor Frances Kay-Lambkin
Associate Professor Katherine Mills
Dr Suzy Green
Dr Thin Nguyen

RESEARCH MANAGEMENT AND SUPPORT
Research Manager
Kathryn Woodcock
Research Manager (maternity leave cover)
Dr Rebecca-Lee Kuhnert

Head of Statistics
Prof Andrew Mackinnon
Research Support Coordinator
Leah Greenfield
Research Support Coordinator (maternity leave cover)
Mary Hoeschen

INNOVATION
Director of Discovery and Innovation
Nicole Cockayne
Program Manager
Fiona Tuttlebee
StepCare
StepCare Program Manager
Dr Elizabeth Hanley
Project Manager
Nryee Gale
Senior Project Officer
Mary-Louise Allen
Senior Project Officer
Melissa Sibraa
Research Assistant
Chin Gieng

KNOWLEDGE TRANSLATION
Director of Knowledge Translation
Jon Tennant

CLINICAL SERVICES
Clinical Director
A/Prof Josephine Anderson
Director, Psychology Clinic
Prof Vijaya Manicavasagar
Practice Manager
Annette Carruthers
Clinic Coordinator
Orla Dempsey
Clinic Coordinator (maternity leave cover)
Melissa Hoad

Receptionist
Karina Norton

Depression Clinic
A/Prof Josephine Anderson
Psychiatrist
Dr Paul Friend
Psychiatrist
Dr Sushmita Hunter
Psychiatrist
Dr Rowan Keighran
Psychiatrist
Dr Artin Jebejian
Psychiatrist
Dr Inglis Howe Synnott
Psychiatrist
Dr James Wickramasuriya
Psychiatrist
Dr Kathryn Black
Psychiatrist
Dr Seema Padencheri
Psychiatrist
Dr Narayani Nair
Psychologist
Prof Zachary Steel
Psychology Clinic
Prof Vijaya Manicavasagar
Psychologist
Dr Carryn Masluk

Receptionist
Karina Norton
Our people

Psychologist
Ms Emily Upton
Psychologist
Rachel Cohen
Psychologist
Tahlia Ricciardi
Psychologist
Jordan Rivkin

Bipolar Clinic
Prof Philip Mitchell
Bipolar Clinic
A/Prof Josephine Anderson

Neurostimulation Clinic
Prof Colleen Loo
Neurostimulation Clinic
Dr Rohan Taylor
Neurostimulation Clinic
Dr Michael Bull
Neurostimulation Clinic
Dr Sara Teichner
Neurostimulation Clinic
Dr Adam Bayes
Neurostimulation Clinic
Dr Jessica Montfort
Neurostimulation Clinic
Dr Truls Bratten
Neurostimulation Clinic
Dr Vedran Vulovic

Neurostimulation Clinic
Dr Narges Mazloumi
Neurostimulation Clinic
Dr Su Lynn Cheah

E-HEALTH
Head of e-Health Implementation and Policy
A/Prof Judy Proudfoot
e-Health Program Manager
Christopher Rule
e-Health Research Manager
Dr Janine Clarke
e-Health Project Officer
Shannai Pearce
e-Health Project Officer
Chloe Heck
Research Assistant – Healthy Mind Project
Chloe Watfern
ILP Student
Joy Tong

EDUCATION
GP Services Consultant
Dr Jan Orman
Workplace Programs Consultant
Guy Dunstan
Psychiatrist Workplace Education
Dr Caryl Barnes
GP Services Consultant
Dr Vered Gordon

Psychology Program Developer
Dr Kristine Kafer
Workplace Program Facilitator
Wayne Wigham
Senior Manager, Workplace Engagement
Pam Barker
Workplace Engagement Manager
Katherine Dabich
Workplace Engagement Manager
Shannon Nolan
Workplace Engagement Manager
Katie Denton
Manager, Health Professional and Community Education
Sarah Connor
Program Manager, Education Delivery Network
Cameron Banks
Program Manager, eMHPrac
Liza Cullene
Program Manager, eMHPrac (maternity leave cover)
Sarah McNally
Project Manager, Health Professional and Community Education
Michael Van Dyk
Education Senior Project Officer
Alexandra Richardson
Delivery Network and Customer Support Officer
Olivia De Pomeroy

Education Resource Development Manager
Julia Letzin
Education Resource Development Manager
Louise Upton
Education Resource Developer
Stephanie Allsop
Project Officer
Farhana Laffernis
Project Officer
Meaghan Morris
Administration Assistant
Grace Alliott
Administration Assistant
Vaish Navaratnam

MARKETING AND COMMUNICATIONS
Head of Marketing and Communications
Nicole Scott
Senior Media and PR Officer
Emily Cook
Digital Communications Officer
Dean Winder
Communications Officer
Sasha Pavey
Marketing Officer
Nukte Ogun
Marketing Officer (maternity leave cover)
Vivienne Zealter
Communications Assistant
Emma Williams

Communications Assistant
Bronte Sevil
Creative Consultant
Matthew Johnstone

CORPORATE SERVICES
Director of Corporate Services
Jackie Gambrell

FINANCE
Head of Finance
Frances Wade
Finance Business Partner
Gowrie Pradeep
Finance Business Partner
Prasad Suvarna
Finance Business Partner
Anita Arista
Senior Finance Officer
Nicholas Tjahjadi
Finance Officer
Hayley Donnelly
Finance Officer
Evilina Darmadi
Finance Officer
Maria Kinantra
Finance Officer
Eileen Wang
Finance Officer
Sheley Kurniawan
Our people

HR AND FACILITIES OPERATIONS
Head of Operations, People and Culture
Marian Spencer
HR Officer
Rachel Chen
Receptionist
Pauline Trantalis
Receptionist
Sandra Richardson
Administrative and Clinic Officer
Louise Dyer
Cleaning and Maintenance Coordinator
Ivana Dragunova
HR Systems Consultant
Heather Bailey
Learning and Development Consultant
Hayley Kodesh

INFORMATION TECHNOLOGY
Head of Information Technology
Jennifer Biggin
IT Development Manager
Jacinto Santamaria
Project Manager
Prashant Shroff
IT Team Leader
Andrew Sia
Software Developer
Chaithra Madappa
Software Developer
Neelima Chandolu
Software Developer
Toby Reid
App Developer
Samuel Townsend
Software Developer
Praeena Cheri Cheri
IT Helpdesk Support
Anita Bhat
Software Developer
Ritesh Prasad
Technical Project and Customer Support
Esmera Prasad
Senior Systems Analyst
Cesar Anonuevo

FUNDRAISING AND DEVELOPMENT
Director of Fundraising and Development
Karen Elliff
Community Fundraising Manager
Evan Jackson
Philanthropy and Major Gifts Manager
Robert Wynn
Philanthropy and Partnerships Manager
Fleur Mortimer
Individual Giving Manager
Nathaniel Links
Community Fundraising Officer
Lauren White
Regular Giving and Donor Care Officer
Wyn Nguyen
Major Gifts Officer
Lewis Blomfield
Fundraising Systems Manager
Yvonne Bowyer

PROFESSIONAL EDUCATION PROGRAM FACILITATORS
Mary Arlington-Watt
Dr Sarah Barker
Dr Caryl Barnes
Orlie Beer
Anne Bun
Dr Anne Camac
Dr Sarah Edelman
Peter Ferreira
Dr Guy Gordon
Dr Vered Gordon
Dr Margaret Gottlieb
Dr Wendy Grusin
Dr Kris Kafer
Beti Kordan
Dr Adrian Lopresti
Dr Claudine Martijn
Lisa Meled
Dr David Mitchell
Carol Newall
Kathy O’Grady
Dr Jan Orman
Nicole Prendergast
Dr Janette Randall
Anne Riches
Michelle Rinaldis
Kay Rogers
Craig Semple
Dr Simone Shaw

Liz Sheppard
Adam Sinclair
Nicholas Valentine
Angela Vrankic
Dr Sarah Weaver
David Westgate
Wayne Wigham
Gabrielle Wynne
Dean Yates
Dr Genevieve Yates

RESEARCH COMMITTEE
Chair
A/Prof Frances Kay-Lambkin
Members
Dr Mark Ainsworth, UNSW Sydney Medicine
Prof Katherine Boydell, Black Dog Institute
Nicole Cockayne, Black Dog Institute
Scienzta Professor Helen Christensen, Black Dog Institute
A/Prof Samuel Harvey, Black Dog Institute
Mr Luke Jewell, Lived Experience representative
A/Prof Katherine Mills, NDARC
Dr Abigail Powell, Centre for Social Impact
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Major funding partners, donors and fundraisers

Over the last financial year, Black Dog was grateful for the generous support of the following major donors, foundations and partners.

**Major donors**
- Andrew Banks
- Julian & Amy Biggins
- John Church
- Ron & Clare Ferster
- David Gribble
- Kevin Jacobson
- Peter and Nettie Joseph
- Alan Lipman
- Trevor Loewensohn
- Ian McKenzie
- Robert & Susie Nagan
- David & Linda Penn
- Robert & Judy Phillips
- Public House Management Group
- Royal Bondi Hotel
- Mitchell Waugh
- Hugh Williams

**Corporate funders**
- Alceon
- Brown-Forman
- Commonwealth Bank of Australia
- David Jones
- EISS Super
- Future Generation Global Investment Company Limited
- Google
- HSBC Bank Australia Limited
- Moelis Australia
- MSS Security
- Network Ten (Sydney) Pty Ltd
- Optiver
- Peabody Energy
- Pengana Capital Group
- Penguin Random House Australia
- SAS Institute Australia
- Scottish Pacific
- TAL Ltd
- Virgin Australia
- Wentworthville Leagues Club

**Community fundraisers**
- 501st Legion
- Auto West Paint Supplies Pty Ltd
- Dean Antony
- The Boatshouse Group
- BVN Architecture
- Steve Axup
- Andrew Back
- Bruce Bailey
- Alisdair Barr
- Robert Behennah
- Denise Buckley
- Canterbury League Club Limited
- Ben Castles
- Dominic Clifton
- Damien Coates
- Nick Crowder
- Gary Denman
- Tim Dettmann
- Lidia and Michael Di Lembo
- Trent Egan
- Escape Room
- Corporate Fighter
- Rob Foote
- Jules Forth
- Kathy Gabriel
- Jeremy Garling
- Jack Goodwin
- Mark Guberina
- William Gunning
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- Neil Jackson
- The Jed Project
- Christian Johansson
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- Andrew Letfallah
- Daniella Mancuso
- Andrew Matz
- Andrew McKay
- Melbourne Firefighters Stair Climb
- Jason Mitchell
- Moree Rugby Union Club
- Steve Morrow
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- Andrew Ng
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- Paul Nicholson
- Flynn O’Byrne-Inglis
- Sean O’Connor
- Mark O’Neill
- James O’Reilly
- Old Ignatians Rugby
- Paul Osborne
- Darren Peasley
- David Piggott
- Emily Porteous
- Warren Proctor
- Nicholas Quail
- John Rakic
- Bruce Rayment
- Charles Roche
- Rotary Club of Toowoomba East
- Aaron Royall
- SabrinahsRide4Life
- Anouck Da Silva Rosa
- Rod Smith
- Maksym Soomowski
- St John Paul College
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- Team Priest
- Michael Tomalaris
- TourXOz
- Troopy Adventures
- Nathan Walsney
- Nomads Golf Club Perth
- The Virtual Pub
- Jason Walsh
- Caleb Watts
- Jared West
- White Owl for Men’s Health
- Amy Williams
- WomDomNom
- The Women’s College
- Ben and Kat Woods
- Woonona Bulli RSL
- Zoo2Zoo

**Trusts and foundations**
- Acme Foundation
- Andrew & Geraldine Buxton Foundation
- Aon Charitable Foundation
- Australian Unity Foundation
- Berg Family Foundation
- Besen Family Foundation
- Black Puppy Foundation
- Bluesand Foundation
- Classic Ladies Foundation
- Davies Family Foundation
- Doc Ross Family Foundation
- EMG Pain & LA Giles Philanthropic Account - APS Foundation
- Forrest Family Foundation
- Four Hodies Foundation
- Goodman Foundation
- Graf Family Foundation
- Hlmer Family Foundation
- Mabel And Franklyn Barrett Trust
- Macquarie Group Foundation
- Mathers Foundation
- Ottomin Foundation
- Paul Ramsay Foundation
- Perpetual Foundation
- Rhiannen Dorney Endowment - APS Foundation
- S & C Roth Family Foundation
- Serp Hills Foundation
## Financials

### Statement of comprehensive income (for the year ended 30 June 2018)

<table>
<thead>
<tr>
<th></th>
<th>2018 ($)</th>
<th>2017 ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue from continuing operations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant funding</td>
<td>16,089,875</td>
<td>11,191,942</td>
</tr>
<tr>
<td>Fundraising income</td>
<td>4,782,425</td>
<td>3,632,866</td>
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<tr>
<td>Fee for service</td>
<td>2,592,543</td>
<td>1,992,245</td>
</tr>
<tr>
<td>Interest revenue</td>
<td>238,031</td>
<td>96,854</td>
</tr>
<tr>
<td>Other revenue</td>
<td>527,667</td>
<td>407,823</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24,230,541</td>
<td>17,321,730</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>11,682,757</td>
<td>8,189,714</td>
</tr>
<tr>
<td>Other manpower expenses</td>
<td>4,853,441</td>
<td>3,118,704</td>
</tr>
<tr>
<td>Implementation expenses</td>
<td>1,871,250</td>
<td>883,750</td>
</tr>
<tr>
<td>Travel expenses</td>
<td>711,295</td>
<td>429,813</td>
</tr>
<tr>
<td>Research operations expenses</td>
<td>518,396</td>
<td>280,675</td>
</tr>
<tr>
<td>Advertising and promotion expenses</td>
<td>358,855</td>
<td>402,042</td>
</tr>
<tr>
<td>Printing and stationery expenses</td>
<td>252,487</td>
<td>204,993</td>
</tr>
<tr>
<td>Depreciation and amortisation expense</td>
<td>227,120</td>
<td>225,208</td>
</tr>
<tr>
<td>Information technology expenses</td>
<td>193,267</td>
<td>248,960</td>
</tr>
<tr>
<td>Other expenses</td>
<td>1,008,756</td>
<td>891,415</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>21,677,624</td>
<td>14,875,274</td>
</tr>
<tr>
<td><strong>Surplus before tax</strong></td>
<td>2,552,917</td>
<td>2,446,456</td>
</tr>
<tr>
<td><strong>Income tax expense</strong></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Surplus for the year</strong></td>
<td>2,552,917</td>
<td>2,446,456</td>
</tr>
</tbody>
</table>

### Statement of financial position (for the year ended 30 June 2018)

<table>
<thead>
<tr>
<th></th>
<th>2018 ($)</th>
<th>2017 ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>13,313,540</td>
<td>10,042,889</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>9,702,175</td>
<td>4,926,839</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>23,015,715</td>
<td>14,969,728</td>
</tr>
<tr>
<td>Non-current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>2,446,667</td>
<td>2,530,252</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>54,579</td>
<td>64,212</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td>2,501,246</td>
<td>2,594,464</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>25,516,961</td>
<td>17,564,192</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>13,431,906</td>
<td>8,070,045</td>
</tr>
<tr>
<td>Provisions</td>
<td>24,118</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>13,456,024</td>
<td>8,070,045</td>
</tr>
<tr>
<td>Non-current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provisions</td>
<td>47,566</td>
<td>33,693</td>
</tr>
<tr>
<td><strong>Total non-current liabilities</strong></td>
<td>47,566</td>
<td>33,693</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>13,503,590</td>
<td>8,103,738</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td>12,013,371</td>
<td>9,460,454</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other reserves</td>
<td>2,711,982</td>
<td>1,744,732</td>
</tr>
<tr>
<td>Retained earnings</td>
<td>9,301,389</td>
<td>7,715,722</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td>12,013,371</td>
<td>9,460,454</td>
</tr>
</tbody>
</table>
How to contact us

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