

Black Dog Institute

# Workplace Mental Health and Wellbeing Programs



**Black Dog**  
Institute

# With 1 in 6 employees affected each year, how much is mental ill health costing your organisation?

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Mental illness is now the leading cause of sickness absence and long-term work incapacity in Australia. The total workplace cost for depression in any one year is estimated to be \$8,025 per affected individual, with an estimated three to four days of work lost per month for each employee experiencing depression. Workers compensation claims for stress-related mental disorders have increased to \$200 million per annum in Australia.

Beyond these measurable costs, are the hidden costs of reduced productivity through presenteeism, high staff turnover and subsequent loss of skills and corporate knowledge, as well as the opportunity costs and reputational risk to business when managers, sales teams and customer service staff are not able to perform at their best. In addition, the personal costs of mental ill health take a toll on the personal, family and social functioning of those affected.

## **Prevention is better than cure**

Research shows that the risk and protective factors inherent in work environments can be

controlled and enhanced to promote positive mental health and wellbeing. Implementing a range of evidence-informed preventative actions at individual, team and organisational levels can effectively reduce stigma, assist people in identifying mental health issues in themselves and their colleagues, promote early and appropriate help seeking, ensure people are appropriately supported to remain connected to work, or make an effective return to work if absence has been necessary.

## **Money well spent**

The bottom line for business is that every dollar spent on evidence-informed interventions to improve mental health and wellbeing brings a return of up to \$14 in reduced absenteeism, increased productivity and reduction in compensation claims.

It can also help to create a workforce that is resilient to the challenges of workplace stress, boost staff morale, help to establish an organisation as an employer of choice and ensure that more of your people are doing the best job they can do for more of the time.

# Black Dog Institute – international leaders in workplace mental health

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Industry leaders across the public and private sectors have chosen Black Dog Institute mental health and wellbeing programs to deliver real change into their organisations. Participants report gains of over 30% in confidence and knowledge pre/post training, and over 99% satisfaction with workshop content, delivery and supporting resources.

## Research-informed

- all that we do is based in research and science – you know that what we deliver will work
- the Institute draws on the research of Associate Professor Sam Harvey, who heads up one of only two psychiatric research teams investigating workplace mental health in Australia – the content of our programs is current and represents thought leadership in the area of workplace mental health and wellbeing
- we're a translational research institute – our expertise is turning research into current, effective, impactful education and resources.

## Customised

- we customise to your specific business context, using case studies, imagery, language and examples of interactions which will be familiar to your people – the training is accessible, the context is recognisable and the learning/skills easily transferred from training room to the workplace.

## Expert facilitators

- our national network of experienced organisational training facilitators are mental health clinicians with practical experience and qualifications in the mental health. They know what they're talking about, and how to talk about it in an easy to understand, practical way.

## More than a workshop

- we work with you to customise content, support you in engaging staff pre-training and provide resources which reinforce learning and provide ongoing support to promote mental health and wellbeing – training becomes less of a one-off event and more of a sustained and sustainable approach to mental health and wellbeing.

## Personal service

- one point of contact makes the design and delivery of training a simple, seamless experience.

## Measurable outcomes

- if you're interested in evaluating the impact of our training on your organisation, we can work with you to identify organisational data measures or suggest Black Dog Institute online evaluation tools you could utilise pre and post training.

# A full service approach

We know that workplace mental health and wellbeing programs require more than face-to-face learning to be effective. Black Dog Institute can provide you with the support you need to give your mental health and wellbeing strategy the impact and sustainability you're looking for.

## Engagement

We'll help you engage your target audience with mental health messages and predispose them to the upcoming training with marketing support strategies. We will provide you with a **communications guide** which will engage your workforce with the planned activities.

## Reinforcing learning

### Reinforcing explainer videos

Short, animated videos relating to the key

educational objectives of the program can be released throughout the training period and made available to staff via the organisation's intranet, providing an effective 'just in time' resource for staff seeking practical, easily accessible content.

## Leader led activities

Learning is further consolidated through a range of leader led activities which managers and supervisors can undertake with their teams in regular meetings, reviewing key training content and applying principles and skills to real-world business scenarios.

## Ongoing support

### Mental health toolkit

The Toolkit is a multimedia resource, providing a complete overview of what mental health means, and detailed

information on stress, depression and anxiety in the workplace. It includes best practice advice on seeking help and tips on supporting others as well as information on wellbeing and staying well at work.

## myCompass

myCompass is an interactive, confidential, online self-help service that has been shown in research trials to be as effective as face to face therapy in reducing the symptoms of mild to moderate depression and anxiety by promoting resilience and wellbeing. myCompass is available for free and can be embedded as a link on your website or intranet.

## Snapshot

Snapshot is a confidential, password-protected mobile phone app that enables you

to measure and monitor your mental health and wellbeing. By assessing your general happiness, mood, and anxiety, as well as work stress, sleep, social support and alcohol intake, this app provides general feedback and options for online and offline help-seeking services in Australia.

## Fact sheets, posters and postcards

Black Dog Institute has developed a range of mental health **fact sheets** which can be co-branded and made physically and electronically available to your staff. Black Dog Institute **posters** and **postcards** are designed to promote good mental health in your workplace. Our monthly **e-magazine** keeps you up to date with the latest news and research in the mental health field.



# Consultancy

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Identifying, developing and implementing an effective mental health and wellbeing program can be a challenging undertaking for any business. Our expert consultants can assist you to achieve your goals by tailoring a program to meet your organisation's unique needs.

## Custom consultancy

Many organisations have an abundance of data available to them and an impressive collection of mental health and wellbeing resources, but are not sure how they measure up against best practice, or national or industry norms. Our consultants can work with you to:

- review policies against best practice
- establish an evidence-based framework in order to create or update policy
- evaluate corporate data to measure mental health and wellbeing
- audit both risk and protective factors for your organisation
- identify key interventions in line with your operating environment

## Guided self-audit

Black Dog Institute has developed a self-audit tool to enable organisations to evaluate internal systems, processes and practices relating to mental health and wellbeing. Each of the assessment topics within the tool reflects evidence-informed strategies that can reduce the impact of known workplace risk factors or maximise the impact of protective factors. Our consultants can work with you to evaluate the evidence you collect and verify your self-rating, recommending potential approaches in areas requiring development.

## Executive briefing

The implementation of mental health and wellbeing policy, interventions and initiatives are most effective when the executive demonstrate tangible and visible support. Leadership support and commitment effectively set the tone across the organisation, and play a key role in creating a culture that understands that the majority of mental illness seen in the workplace is treatable and in some cases may be preventable. This concise briefing to senior leaders discusses the nature, prevalence and risks associated with mental ill-health in the workplace and their responsibilities under the WHS Act (2012).



## Our programs

Black Dog Institute offers a range of consultancy, programs and resources tailored to the needs of every level of an organisation.

	Senior managers	Managers and supervisors	Team members
Consultancy services	✓		
Organisational change and mental health	✓		
Growing a resilient organisation	✓		
Managing for team wellbeing		✓	
Building resilience to workplace stress	✓	✓	✓
Understanding and managing your mental health			✓
Mental health is everybody's business	✓	✓	✓

## Organisational change and mental health

Senior managers

Managers & supervisors

Team members

Length: **3 hours**  
 Format: **Interactive facilitated workshop**  
 Limit: **25 participants**  
 Facilitator: **Organisational change expert**

In many organisations change is a 'business as usual' occurrence, but its impact cannot be underestimated, with research showing that change is a significant risk factor to mental health and wellbeing. However, there are evidence-based strategies that organisations can use to help employees cope with change and alleviate stress levels.

Participants will:

- understand the rationale for mental health strategies before, during, and after periods of organisational change
- explore practical strategies to maintain mental health during periods of change
- consider the effect on mental health after the change process is completed

### Customisation

- ✓ Content explores the specifics of your business
- ✓ Your insights, coupled with the facilitator expertise and research background, create a customised action plan

# Growing a resilient organisation



Length: **3 hours**  
Format: **Interactive facilitated workshop**  
Limit: **25 participants**  
Facilitator: **Organisational change expert**

Research shows that there are a number of factors within organisations which can impact positively and negatively on the mental health and wellbeing of the workforce. An understanding of these factors and practical, implementable strategies that are suited to the business environment can assist senior leaders and managers in growing a resilient organisation.

Participants will:

- gain insight into the nature and prevalence of threats to workplace wellbeing
- examine evidence-based interventions to improve mental health and wellbeing at an organisational level
- identify practical strategies for implementation within the organisation to promote wellbeing

## Customisation

- ✓ Content explores the specifics of your business
- ✓ Your insights, coupled with the facilitator expertise and research background, create a customised action plan

# Managing for team wellbeing



Length: **3 hours**  
Format: **Interactive facilitated workshop**  
Limit: **25 participants**  
Facilitator: **Clinician**

People leaders play a pivotal role in fostering the wellbeing of their teams through the behaviours they model, and their ability to observe and act when they notice that team members are struggling. They also play a key role in successfully integrating team members back into work after a period of sickness absence.

Participants will:

- gain insight into the prevalence of mental health issues, changes in behaviour in teams and what these may mean

- develop the skills to have effective conversations around stress, mental health and wellbeing
- understand the resources available to them, and develop the skills they need to support team members at work or assist in timely return to work after sickness absence
- recognise the behaviours that effective managers/supervisors/people leaders use to promote wellbeing within their teams

## Customisation

- ✓ Case studies that reflect your business
- ✓ Activity content with language that your employees use
- ✓ Content tailored to your business context

# Building resilience to workplace stress

Senior managers

Managers & supervisors

Team members

Length: **3 hours**  
Format: **Interactive facilitated workshop**  
Limit: **25 participants**  
Facilitator: **Clinician**

There are threats to our wellbeing intrinsic in the way we live our lives, including high rates of stress and mental illness. Resilience is a psychological construct referring to the ability to adapt and 'bounce back' from threats or adversity; it can be developed in anyone at any stage.

Participants will:

- understand common psychosocial stressors which impact on mental health and wellbeing in the workplace

- learn how to recognise personal stress indicators and use these to prompt resilient actions
- develop practical skills to build resilience which can be incorporated into daily life, including: mindfulness meditation, recognising negative thinking and applying a problem-solving framework to stressful situations and skills for regulating emotions

This program is supported by an online 'Mindfulness' module.

## Customisation

- ✓ Content chosen to reflect challenges specific to your workforce
- ✓ Activity content tailored to reflect work tasks and interactions

# Understanding and managing your mental health

Senior managers

Managers & supervisors

Team members

Length: **3 hours**  
Format: **Interactive facilitated workshop**  
Limit: **25 participants**  
Facilitator: **Clinician**

Improving mental health literacy and reducing stigma across an organisation are two of the most effective strategies in promoting workforce wellbeing, promoting earlier and more effective help seeking behaviours and subsequently reducing the impact of mental ill health at an individual and organisational level.

Participants will:

- explore common myths about mental illness and the impact of stigma at an individual and organisational level

- gain insight into common mental health conditions, their prevalence in the workplace and how to identify them in the work setting
- understand issues and responsibilities around disclosure
- develop skills to have effective conversations about mental health, and understand the range of help available inside and outside of the workplace

This program is also available as an online module.

## Customisation

- ✓ Case studies that reflect your business
- ✓ Activity content with language that your employees use
- ✓ Content tailored to your business context

# Mental health is everybody's business

Senior managers

Managers & supervisors

Team members

Length: **1 hour**

Format: **talk / presentation**

Audience limit: **no audience limit**

Facilitator: **Clinician or presenter with lived experience of mental illness**

This introductory program lays the groundwork for building mental health literacy, reducing stigma and promoting help seeking in the workplace. It can be delivered as a breakfast session, a lunch-and-learn session or any other format that suits your organisation.

Participants will:

- learn about the prevalence of mental illness
- understand the causes, signs and symptoms of common mental health conditions including depression, stress and anxiety, and what help is available inside and outside of the workplace
- understand five core concepts of wellbeing and how these translate into daily life

## Customisation

- ✓ Your EAP provider details, or other support services
- ✓ Internal resources, intranet content
- ✓ Relevant policies and procedures

# Our clients

ACON

American Express Australia Limited

Blackmores

David Jones

Department of Agriculture

Department of Family and Community

Department of Prime Minister and Cabinet  
(Indigenous Affairs)

Department of Social Services

Entertainment Assist

Fire and Rescue NSW

Law Institute of Victoria

Maroondah City Council

Metro Trains Melbourne

Mildura Rural City Council

Moree Plains Shire Council

NSW Ambulance

NSW Police Force – Forensic Services Group

NSW Rugby League

NSW Treasury

Qantas Airways Limited

Rio Tinto

Roads and Maritime Services

Sensis

Services

Sonic Healthcare

St George Banking Group

Sydney Children's Hospital Network (SCHN)

Tamworth Family Support Service

Taronga Conservation Society Australia

Thomson Reuters

Tiffany & Co

UBS

UNICEF Australia

Veolia Australia and New Zealand

Virgin Australia

Westpac

# Enquire today

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Our team of experienced program managers and/or consultants will work with you to identify and customise the programs that best suit your business needs and budget.

## Our team

Jonathan Tennant – Director, Knowledge Translation

Associate Professor Sam Harvey – Consultant Psychiatrist

Dr Caryl Barnes – Consultant Psychiatrist

Katherine Dabich – Program Manager

Katie Denton – Program Manager

Shannon Nolan – Program Manager

Email: [workplace@blackdog.org.au](mailto:workplace@blackdog.org.au)

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For more information on workplace mental health, including a free Mental Health Toolkit, visit:  
[www.blackdoginstitute.org.au/workplace](http://www.blackdoginstitute.org.au/workplace)

## Contact us

### Get in touch:

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