



# Cultivating Mental Wellness in the Modern Workplace

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# Objectives

1. Learn about the three core intervention areas—Protect, Respond, Promote.
2. Explore strategies for creating a mentally healthy workplace that fosters employee wellbeing and productivity.
3. Examine the benefits of mental health initiatives for both employees and organisations.



# Why is this important?

- 1 in 6 Australians experience high levels of psychological distress
  - 1 in 5 Australians experienced a mental disorder in the last 12 months
  - 44% of Australians experience a mental health disorder in their lifetime
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1

**Protect**

2

**Respond**

3

**Promote**

Foundations  
of mentally  
healthy  
workplaces

# Protect

Implementing preventive measures to safeguard employees' mental health and wellbeing



# Protect – In Practice

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Identify and manage work-related risks to mental health

- **Workplace Design**
- **Resilience Training**
- **Work-Life Balance**
- **Policy/Framework Implementation**



# Respond

Identify and respond early to any warning signs of distress, declining wellbeing and mental ill-health



# Respond – In Practice

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Building the capacity to respond to mental health challenges and encouraging help seeking behaviours

- **Employee Assistance Programs (EAP)**
- **Recognising Mental Distress**
- **Clear Procedures to seek support**
- **Early Intervention.**

**INTRANET RESOURCES**  
**PEER SUPPORT PROGRAM**  
**WELLBEING INTRANET PAGE**  
**DIVERSITY, EQUITY AND INCLUSION**  
**WORKPLACE ADJUSTMENT**  
**OXYGEN MASK**  
**MENTAL HEALTH FIRST AID**



# Promote

Fostering a Culture of Mental Health & Wellbeing Awareness

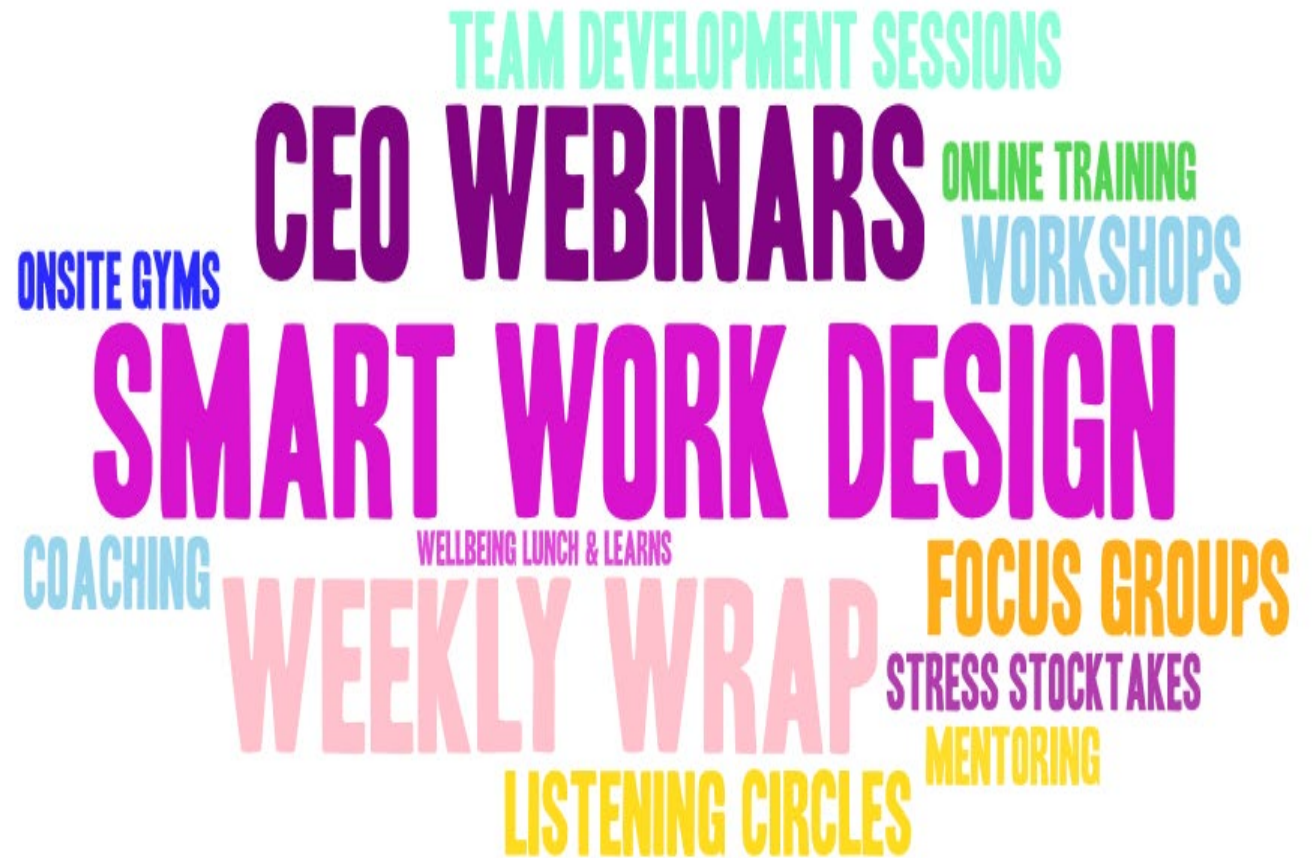


# Promote -

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Normalising mental health conversations and creating ongoing support.

- **Training and Workshops**
- **Open Dialogue to reduce stigma**
- **Employee-Led Initiatives**
- **Workplace Wellbeing**



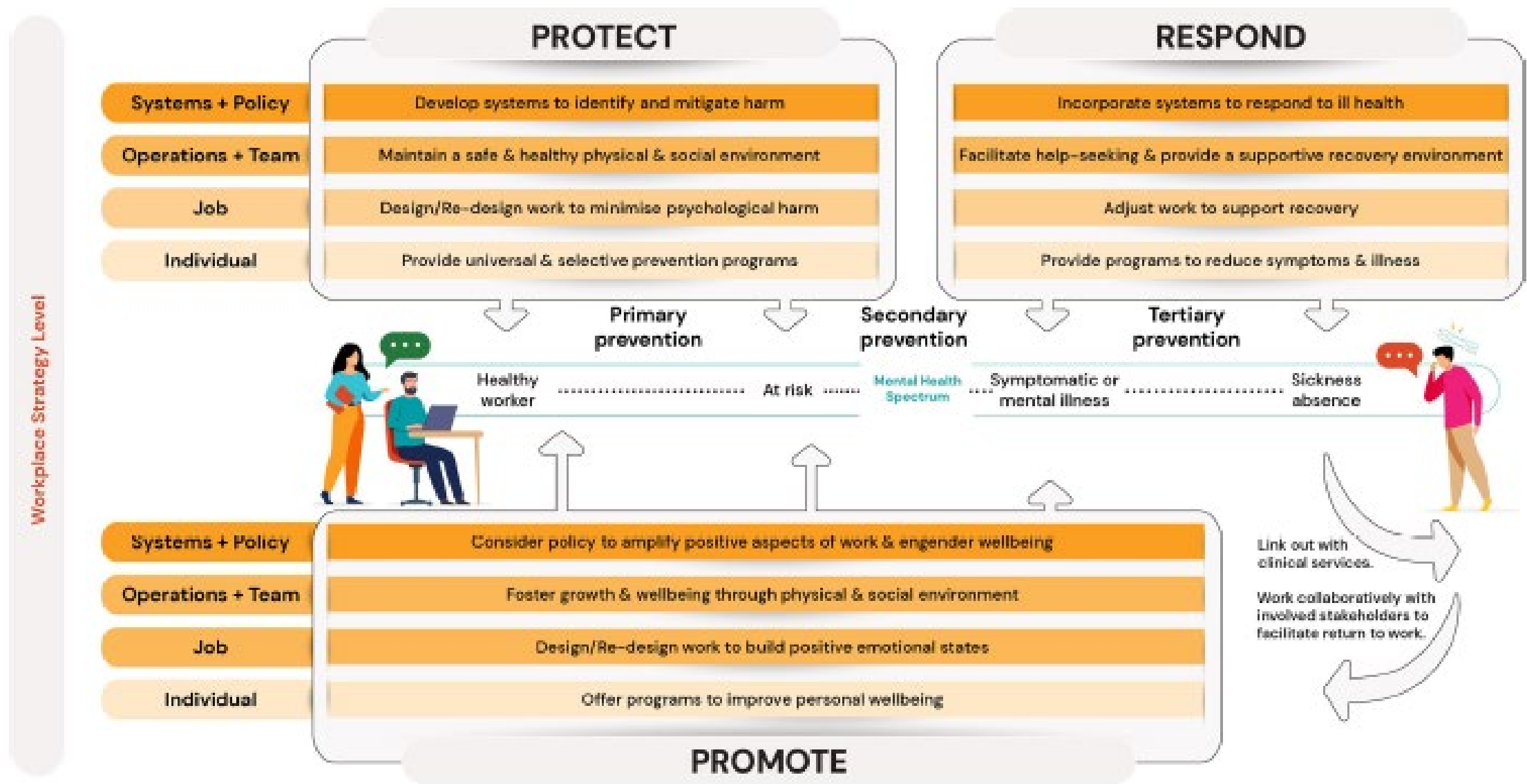


FIGURE 2  
Updated Framework to Create Mentally Healthy Workplaces.

# Factors contributing to a mentally healthy workplace



# Factors contributing to a mentally healthy workplace

## Factors outside the workplace

- Pressures from the home and family can affect employees negatively particularly during stressful life events.

## Individual biopsychosocial factors

- Family Hx of mental health problems
- Certain Personality traits & Coping styles
- Responses to stressful situations
- Various Lifestyle Measures

# Identify your GAPS






# Benefits of Prioritizing Mental Health

## **For Employees:**

- Improved mental and physical wellbeing.
- Better work-life balance and job satisfaction.
- Increased resilience and job engagement.
- Better able to adapt and adjust to change

## **For Employers:**

- Higher employee engagement and morale.
- Reduced absenteeism and turnover rates.
- Increased productivity, innovation, and company growth.
- Attracting and retaining people.
- Being compliant with relevant legislation
- 2.3 on investment



Let's create workplaces where employees are supported, engaged, and empowered to thrive both personally and professionally.



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