



beyondblue  
Depression. Anxiety.

# MENTAL HEALTH IN THE WORKPLACE

## *beyondblue* National Workplace Program



Workplace training program for staff, managers,  
human resources (HR) and organisational leaders

# *beyondblue* NATIONAL WORKPLACE PROGRAM

## WHAT IS THE NATIONAL WORKPLACE PROGRAM?

The *beyondblue* National Workplace Program (NWP) is a training program specifically for workplace settings. It aims to increase the knowledge and skills of staff, managers, human resources (HR) and organisational leaders to address mental health conditions in the workplace.

The NWP uses an evidence-based approach, and focuses on:

- increasing the awareness and understanding of anxiety, depression and suicide in the workplace
- having a conversation with someone you are concerned about
- building confidence to support a colleague or employee who may be experiencing anxiety and depression
- supporting recovery at work
- creating a mentally healthy workplace.



**1 in 5**

**EMPLOYEES ARE LIKELY TO BE AFFECTED BY A MENTAL HEALTH CONDITION**

**PEOPLE ARE AFFECTED BY ANXIETY AND DEPRESSION IN THE PRIME OF THEIR WORKING LIFE**

**MENTAL HEALTH CONDITIONS COST AUSTRALIAN WORKPLACES \$10.9 BILLION PER YEAR**

**AUSTRALIAN BUSINESSES WILL RECEIVE AN AVERAGE RETURN OF \$2.30 FOR EVERY \$1 THEY INVEST in mental health initiatives**

## WORKPLACE PRESENTATIONS AND WORKSHOPS AVAILABLE

*beyondblue* offers a range of workshops designed to meet the needs of various audiences within organisations, from senior leaders, to managers, to all staff.

### 1. Creating a mentally healthy workplace: Executive briefing

**Recommended session length:** 45 minutes

**Maximum participant numbers:** 25

**Designed for:** Senior executives and leaders in organisations

This briefing is designed to increase participants' knowledge about anxiety, depression and suicide.

The benefits of creating a mentally healthy workplace will be discussed, and current research supporting this will be provided. Through the use of case studies and facilitated discussion, the actions that individual leaders and organisations can take to create mentally healthy workplaces will be explored.

This session can be tailored to include key themes or areas of concern for the executive team.



### 2. Mental health in the workplace: Increasing awareness and understanding within organisations

**Recommended session length:** 60 minutes

**Maximum participant numbers:** 100

**Designed for:** Staff at all levels within the organisation

This presentation is designed to increase participants' knowledge about anxiety, depression and suicide. Participants will be provided with information about mentally healthy workplaces, and resources and helplines available.

### 3. Mental health in the workplace: Awareness and strategies for employees

**Recommended session length:** 120 minutes

**Maximum participant numbers:** 25

**Designed for:** Employees (excluding managers, supervisors and team leaders)

This workshop is designed to increase participants' knowledge about the impact of anxiety, depression and suicide on the individual and the workplace.

Participants will be provided with information on mentally healthy workplaces. They will discuss strategies and resources from the Heads Up website ([www.headsup.org.au](http://www.headsup.org.au)) that can be applied to their own work environment. Heads Up offers individuals and organisations free tools and resources to take action on mental health at work. Through the use of case studies and facilitated discussion, participants will become more confident in the principles and planning required to approach a colleague they might be concerned about, and how to support them during their recovery.

#### 4. Mental health in the workplace: Awareness and strategies for managers

**Recommended session length:** 180 minutes

**Maximum participant numbers:** 25

**Designed for:** Managers, team leaders and supervisors

This workshop is designed to increase participants' knowledge about the impact of anxiety, depression and suicide on the individual and the organisation.

Participants will be provided with information on how to create a mentally healthy workplace. They will discuss strategies and resources from the Heads Up website ([www.headsup.org.au](http://www.headsup.org.au)) that can be applied to their own work environment. Heads Up offers individuals and organisations free tools and resources to help them create a mentally healthy workplace. Through the use of case studies and facilitated discussion, participants will become more confident in the principles and planning required to approach an employee they might be concerned about, and how to support them during their recovery.



#### 5. Mental health in the workplace: Awareness and strategies for HR professionals

**Recommended session length:** 210 minutes

**Maximum participant numbers:** 25

**Designed for:** HR professionals

This workshop has been designed specifically for HR professionals (and similarly appointed professionals, e.g. work health and safety (WHS) and return to work coordinators) and builds on the learnings and strategies covered in the managers' workshop.

It provides an opportunity for the participants to explore some of the complexities and challenges that can arise in the workplace when supporting someone with a mental health condition.

This workshop allows more time to focus on complex case studies, and practical strategies to promote good mental health in the workplace.

#### HOW DO I BOOK AN NWP SESSION?

To make an enquiry or a booking for the NWP, please contact Benestar (*beyondblue's* sole licensee delivering the NWP):

Phone: 1300 134 644

Website: [www.benestar.com](http://www.benestar.com)

Email: [mwb@benestar.com](mailto:mwb@benestar.com)



## WHY HAVE THE NWP AT YOUR WORKPLACE?

The NWP is designed to meet the specific needs of organisations. It has been extensively implemented and evaluated across a range of organisational settings throughout Australia since its launch in 2004. It has been delivered to over 100,000 participants in more than 1,000 organisations across Australia, including:

- Commonwealth, state/territory and local governments
- large corporate organisations
- 'blue collar' industries (e.g. mining, construction and transport)
- small and medium enterprises
- not-for-profit organisations.

It has been shown to significantly:

- increase awareness
- decrease stigma
- improve attitudes
- increase people's confidence to assist someone to seek support.

The NWP has consistently been rated highly by participants, with the majority indicating that they would recommend the training to others, and rating the relevance to their jobs as good or excellent.

Program facilitators have extensive workplace mental health knowledge and experience. They all have tertiary qualifications in health, and proven skills and experience in adult education.



## Where to find more information

*beyondblue*

[www.beyondblue.org.au](http://www.beyondblue.org.au)

Learn more about anxiety, depression and suicide prevention, or talk through your concerns with our Support Service. Our trained mental health professionals will listen, provide information, advice and brief counselling, and point you in the right direction so you can seek further support.

 1300 22 4636

 Email or  chat to us online at [www.beyondblue.org.au/getsupport](http://www.beyondblue.org.au/getsupport)

**Head to Health**

[headtohealth.gov.au](http://headtohealth.gov.au)

Head to Health can help you find free and low-cost, trusted online and phone mental health resources.



@beyondblue



@beyondblue



@beyondblueofficial



® company/beyondblue

**Donate online** [www.beyondblue.org.au/donations](http://www.beyondblue.org.au/donations)