Mental Health Week

Mental Health Week 2023

Online events – key takeaways

WorkSafe.qld.gov.au

Queensland
Government

Thank you for supporting

Mental Health Week 2023

Mental Health Week, celebrated annually in October, promotes the importance of mental health and wellbeing and aims to reduce the stigma associated with mental illness.

While building a mentally healthy workplace makes good business sense, controlling psychological health and safety risks is also a legislative requirement.
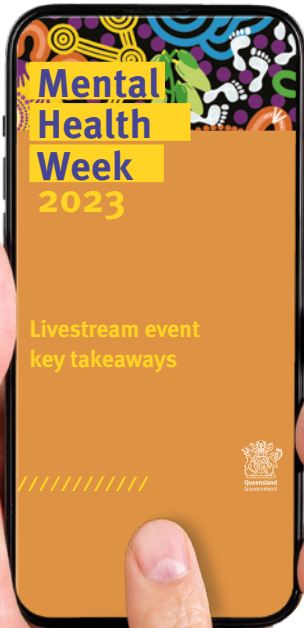
A mentally healthy workplace is one that promotes workplace practices that support positive mental health, eliminates and minimises psychological health and safety risks through the identification and assessment of psychosocial hazards and builds the knowledge, skills and capabilities of workers to be resilient and thrive at work. It should be free of stigma and discrimination and support the recovery of workers returning after a physical or psychological injury.

We hope you find the following key takeaways and recommended resources from our livestream speakers helpful in furthering your knowledge of mentally healthy workplaces, and beneficial in nurturing your teams' capabilities and improved organisational awareness of psychological health and safety and the importance of early intervention.

Thank you for joining us and we hope to see you next year!

Your feedback is important

Your feedback allows us to make improvements and continue to design valuable professional development opportunities for you. If you haven't done so already, we ask that you please share your experience and feedback via our short anonymous survey.

Mental Health Week 2023

Livestream event key takeaways

Queensland Government

> **I'm proud to be Queensland's Mental Health Ambassador and promote the importance of mentally healthy workplaces.**
>
> **I hope through my role and sharing my story I can help reduce the stigma associated with mental illness.**

Hayley Lewis
Queensland Mental Health Ambassador

Commonwealth gold medallist, small business owner and psychological health champion Hayley Lewis is proud to be Queensland's Mental Health Ambassador.

Hayley delivers a personal message on the importance of mental health and wellbeing and reducing the stigma associated with mental illness. The mother of two is passionate about mental health and with the help of Work Health Safety Queensland (WHSQ) has been encouraging workers and employers to ensure their workplaces are mentally healthy.

> 'Having that safe workplace is just something that's right at the top of my priority along with my own mental health. Sometimes you're too scared to say, are you okay? Through my ambassadorial role, I hope to be able to change that just a little bit. To help people understand that by speaking up and saying that you're not coping, or you are finding things a bit difficult, that it's actually an empowering thing.'

Hayley Lewis

[▶ **Watch this clip!**]

Hayley shares her story of navigating through difficult times as an athlete, a mother, a sister, a wife, a high-profile TV personality and a small business owner.

Addressing workplace bullying

Professor Michelle Tuckey

Professor of Work and Organisational Psychology, Centre for Workplace Excellence, UniSA Justice & Society, University of South Australia

Professor Michelle Tuckey is one of Australia's leading researchers in workplace bullying prevention—recognised globally for her theoretical and practical advances in this domain. She works towards change at a systemic level and has had significant national impact, including supporting the Australian Human Rights Commission's Set the Standard: Report on the Independent Review into Commonwealth Parliamentary Workplaces (2021) and guiding the Australian Medical Association's revised Position Statement on workplace bullying, harassment, and discrimination. The evidence-based psychosocial risk management program developed through Michelle's research has been implemented in more than 85 worksites around Australia. She has published over 100 significant research publications and currently serves as Associate Editor of the European Journal of Work and Organizational Psychology and on the editorial boards of the Journal of Occupational Health Psychology and the International Journal of Stress Management.

Michelle's key takeaways

- Workplace bullying is an organisational problem, rather than (only) an individual behavioural issue.
- Work environment factors are the root causes that enable, motivate, and reinforce patterns of bullying behaviour, necessitating systemic solutions.
- Addressing bullying as a systemic issue involves accepting that common remedies—policies, education, reporting, and sanctions—are not sufficient for effective prevention; these strategies are primarily directed at bullying behaviour, overlooking the root causes.
- Participatory risk management interventions, guided by a root cause risk assessment, can reduce bullying risk while supporting effective culture change.
- Senior management commitment to mitigating bullying as an organisational problem sends a strong safety signal for staff involvement and ownership of the risk management process.

Watch the presentation here –
https://www.watchlive.com.au/mhw-workplacebullying

Resources

- Explore the 'Healthy Workplaces by Design' program, aimed at delivering a comprehensive risk management program on a larger scale.
https://teamgage.com/healthy-workplaces-by-design

- Development of the risk audit tool: https://psycnet.apa.org/fulltext/2022-89004-001.html

- Proof-of-concept for the risk management intervention: https://www.mdpi.com/1660-4601/20/5/4373

- Link between workplace bullying exposure and objective cognitive performance:
https://www.tandfonline.com/doi/full/10.1080/02678373.2023.2251126?src=

Connect with Michelle

linkedin.com/in/michelle-tuckey

Nicholas Ford

**Psychologist and data scientist
Presenter at the 'Addressing workplace
bullying' livestream**

Nicholas is a psychologist and data scientist
leading the National People at Work® programme in the Psychological Health Unit at
Workplace Health and Safety Queensland.

He is passionate about developing systems that
support workers to flourish, and has experience
in performance measurement, leadership, staff
selection and development, and psychometrics.

Nicholas has worked in the public and private
sectors, in selection and assessment in Defence
and emergency services, and has provided
consulting services across education, sports,
construction, research, and other industries.

Connect with Nick

linkedin.com/in/nickdford

People at work psychological risk assessment tool

People at Work can help you comply with your health and
safety duties, better manage work-related psychosocial
hazards and factors and prevent psychological harm.

The survey is a part of a five-step process that you can
use to identify, assess and control risks to psychological
health at work. Resources are provided to help you:

- prepare for and roll out the People at Work survey
- interpret the results
- take action based on the survey results.

On completion of the survey you will receive a report
that compares your organisational results against a
benchmark of Australian industries.

People
AT WORK

Scan the code to learn more about the tool.

*The People at Work psychological risk assessment tool is jointly funded by Australian work health and safety regulators.

Navigating work and Post-Traumatic Stress Disorder after trauma

Daryl Elliott Green

Former first responder, inspirational speaker and Lifeline Ambassador

In 2000, Daryl's life changed forever when he was shot twice in the face and shoulder. Despite critical injuries, he immediately responded by protecting his colleagues and residents while searching for the gunman. His bravery that night earned him the highest police award and a citation from Australia's Governor General.

Over the next seven years, Daryl underwent over a dozen facial reconstructive surgeries while battling severe depression and chronic Post-Traumatic Stress Disorder (PTSD). He later returned to the police force, where he earned three promotions and a master's degree in finance. He was also confronted his greatest fear—guns.

Today, Daryl is a Lifeline Ambassador and speaker—drawing on his personal experiences to inspire individual, leaders and teams that bravery, courage, and resilience are within us all.

Daryl's key takeaways

- For any mental health condition, particularly PTSD, the smartest thing to do is ask for professional help —the earlier the better!

- PTSD is a normal reaction to a very abnormal event and it may require years of hard work, professional help, and persistence despite setbacks, to be able to manage and live with the effects of it.

- An understanding and supportive social network is extremely helpful, almost vital, to come to terms with PTSD, and it is helpful if some of that network exist in the workplace with colleagues and leaders.

- A diagnosis of PTSD does not mean life as you once knew it is over—asking for help, following the right advice, and a positive attitude, you can go on to live a great and very rewarding life.

Watch the presentation here – https://www.watchlive.com.au/mhw-ptsd

Resources

Connect with Daryl

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TWICE SHOT – Daryl Elliott Green

The power of perspective in redressing sexual harassment culture

Dr Skye Charry

Associate Professor of Law and consultant on matters of sex discrimination

Skye is passionate about the elimination of sexual harassment, particularly in the dynamic rural context, having written and published the book *Whispers from the Bush – The Sexual Harassment of Australian Rural Women.*

Skye has reviewed and facilitated gender equity solutions for a wide range of industries including forestry, seafood, meat and also in the legal profession.

In 2017, the Victorian Women's Trust produced a short documentary about Skye's research called *Grace Under Fire,* and in that same year, she was the recipient of the Chancellor's Young Alumni Award (University of Canberra) for her contribution to sexual harassment redress in Australia.

Skye's key takeaways

- Freedom from sexual harassment is a human right and a basic safety right.
- There are three intersecting workplace issues which can lead to a culture of sexual harassment becoming 'stuck' over time.
- There are practical tools and actions which can, and must be, operationalised in every workplace to redress these three issues:
  1. These tools and actions are critical for the safety, dignity and wellbeing of workplace participants.
  2. These tools and actions are equally critical to the development of thriving, productive, sustainable businesses.
  3. Finally, these tools and actions are non-negotiable or the meaningful transformation of sexual harassment culture under new legislative amendments.

Watch the presentation here – https://www.watchlive.com.au/mhw-sexualharassment

Connect with Skye
sacconsulting.com.au

De-escalating aggression and violence in the workplace

Mark Oostergo

Workplace psychologist and risk specialist

Mark is a workplace psychologist and risk specialist with a broad background beginning his career serving nearly a decade in the Australian Army as a Psychology Officer. This gave him the opportunity to provide individual, team, and organisational psychological intervention both in Australia and overseas. During this time, Mark also had the privilege of working with Australia's elite special forces in human performance, selection, workplace mental health, and resilience. He was awarded an Australian Defence Force Gold Commendation for his motivational and supportive leadership in this role.

Mark has also worked across industry in human factors, human performance, workplace mental health, and executive leadership development. He has a passion for delivering tailored workplace interventions to promote positive mental health to create a flourishing work environment. He takes a practical and applied approach to psychology and communicates it in a way that is easily accessible.

Mark's key takeaways

- Customer aggression incidents are rising in Australia across various industries.
- Inappropriate behaviour also includes discrimination, harassment (sexual and other), and racism and varies in severity.
- The impacts on the individual and organisation can be significant and the cumulative impact needs to be considered.
- To address the risk, a systemic approach is needed which includes a balance of prevention, early intervention, and support interventions.
- Capability uplift is required across the employee lifecycle and should include consideration from recruitment through to transition.
- Leadership support and Psychological First Aid is also critical to support those exposed to inappropriate customer behaviour.

Watch the presentation here – https://www.watchlive.com.au/mhw-violence

Connect with Mark

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Michelle Turton

Manager of Mental Injury, WorkCover
Presenter at the 'Addressing workplace
bullying' livestream

With a background in psychology, Michelle has worked in a range of operational and leadership roles across various departments within WorkCover Queensland. In her current position, she leads the planning and delivery of the mental health and injury claims strategy—providing technical expertise and coaching for claims teams, and offering guidance and mentoring for leaders to support capability and promote mental health literacy.

Connect with Michelle

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Like what you saw and eager for more?

Each year WHSQ hosts a variety of livestreamed events and produces valuable resources in support of Queensland Mental Health Week.

Topics vary based on feedback provided by businesses and mental health experts, and in 2022 the topics included:

- Developing suitable duties to support a worker with psychological injury

- Shifting the Dial on the regulation of mental health at work

- Regulating Mentally Healthy Workplaces

- Imagining a Workplace Without Burnout: New Findings and a roadmap to prevention

- Suicide prevention for at-risk industries

- Diversity and inclusion for mentally healthy workplaces

- Navigating psychosocial hazards and factors within the workplace.
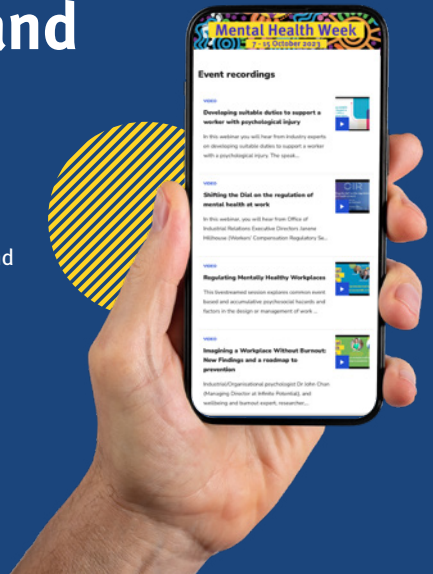
Recordings are available on the WHSQ website to watch at your convenience.

https://www.worksafe.qld.gov.au/resources/campaigns/mental-health-week

Managing psychosocial hazards and risks at work is just as important as managing physical risks. The Code is a practical guide on how to prevent harm from psychosocial hazards at work, including psychological and physical harm.

Download the **Managing the risk of psychosocial hazards at work Code of Practice 2022**

Mentally healthy workplaces toolkit

Download the toolkit today

Work-related stress is estimated to affect around 32% of Australians

The *Mentally healthy workplaces toolkit* aims to help employers, managers and leaders eliminate and minimise risks to psychological health and create workplace environments that are mentally healthy.

The toolkit includes useful guidance material and practical resources to facilitate positive steps towards a mentally healthy workplace.

Let's work on mentally healthy workplaces

Remember the four fundamental components that shape a mentally healthy workplace:

1. promoting workplace practices that support positive mental health

2. preventing, and eliminating psychological health and safety risks

3. intervening early through the identification and assessment of psychosocial hazards and building the knowledge, skills and capabilities of workers to be resilient and thrive at work

4. workplaces should be free of stigma and discrimination and support the recovery of workers returning after a physical or psychological injury.

▶ **Watch this clip!**

Queensland Mental Health Week

Learn more about the artwork and theme

The theme for Queensland Mental Health Week in 2023 is 'Awareness, Belonging, Connection', reflecting the important factors that help people maintain positive mental health and wellbeing.

Informing the visual identity for Queensland Mental Health Week in 2023 is the artwork 'Stronger connection creates strong health' by proud Mayi woman Leah Cummins.

• Awareness is about understanding the things we need to maintain and boost our mental wellbeing, and knowing when we need to reach out for help and where to get it.

• Belonging is about looking out for each other, ensuring we feel safe and supported, and understanding that however we feel, we're not alone, and that there are others going through the same thing.

• Connection is about our relationships with our friends, families, and those that we care about, as well as the groups, clubs, and networks around us that we rely on to help keep us happy and healthy, wherever we live, work, or play.

Learn more about Leah and her artwork

Awareness   **Belonging**   **Connection**

www.qldmentalhealthweek.org.au

Need support?

In an emergency, please call 000 or visit your local hospital emergency department. You can also call Lifeline on 13 11 14.

For more information on support services available or information on supporting someone in distress please visit https://www.qmhc.qld.gov.au/emergency-contacts

WorkSafe.qld.gov.au