

Mentally healthy workplaces in the retail sector

THE REJECT SHOP

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The Reject Shop

A discount variety retailer, specialising in general consumer merchandise mix and are listed on ASX200

- 1981 Business started in by two partners
- 1985 Stopped selling factory seconds
- 1989 Started importing from overseas
- 2004 Opened 100th Store
- 2010 Opened 200th Store
- 2013 Opened 300th Store
- 2017 Opened 350th Store

Open in every State (bar NT) and employ 5500 Team Members.

Over 65% of Team is aged ≤ 24 years old

<https://www.rejectshop.com.au/aboutus/companyinformation>



Why is our worker's mental health important to us?



1. Family-oriented workplace – impact on our Team
2. Safety in the workplace – for the individual and the Team
3. Productivity – Presenteeism / Performance Management
4. Worker Compensation claims – complexity and costs
5. Non-work related injury and absence management

<http://santuccilaw.ca/articles/disability-claims-for-mental-health-issues/>

Causes of mental health risk in a retail setting



**NON-WORK
INJURIES &
ILLNESS**





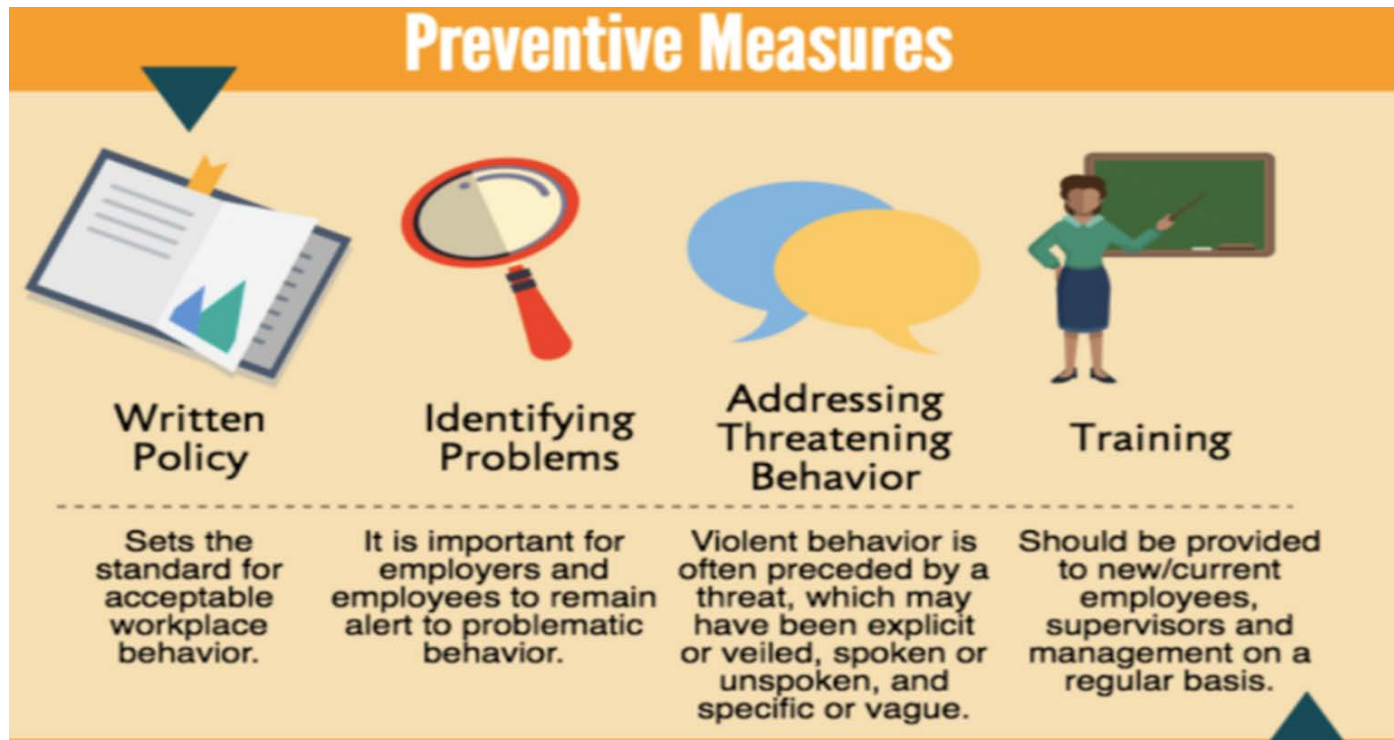
Office of Industrial Relations
Workplace Health and Safety Queensland



WorkCover
QUEENSLAND

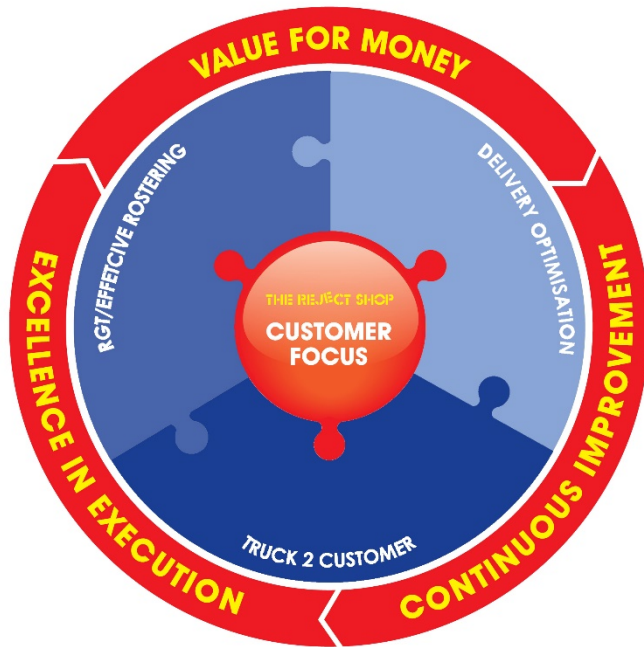


So, what did we do?





Employee Assistance Program
Confidential Workplace Support and
Counselling





△ Job Requirements

When we break a bone:

Sign my cast!




When we get a bad cut:

Check it out!
12 stitches!






When we get the flu:

 **Jibby McJibbers**
Today at 5:32 AM · 🌐

I just threw up all over everything I own. I need an old priest and a young priest.

21 Likes

 Like  Comment  Share

When we struggle with mental health issues:

Hey.



Beatrice the Biologist