MENTAL HEALTH AND WELLBEING AT WORK TRAINING PROGRAM

WHY IT MATTERS TO YOU
Raising awareness of workplace mental health matters and how they impact an organisation are important. Why? Because growing research shows the impact mental health and wellbeing can have on physical health, happiness and productivity. According to one Australian study\(^1\), on average, every full-time employee with untreated depression costs an organisation $9,665 per year. It also found that implementing early intervention programs could result in a five-fold return on investment, thanks to increased employee productivity.

At Comcare we are putting workers at the centre of what we do and promoting health, wellbeing and resilience at work. We know there can be a huge divide between knowing about mental health matters and doing something about them. That is why we have developed a Mental Health and Wellbeing at Work training program. We aim to build the capability and confidence of employers, employees, managers and case managers by:

- improving understanding and confidence in mental health within the workplace
- identifying ways to promote and contribute to individual and organisational resilience and wellbeing
- sharing approaches to prevent and better manage psychological injury.

ABOUT THE MENTAL HEALTH AND WELLBEING AT WORK TRAINING PROGRAM

To assist your organisation to successfully build capability, we have structured the program as a holistic multi-tiered training solution which is able to target all individuals in your organisation. You may choose to select one or more audiences to suit your organisation’s training needs, however we recommend a multi-tiered approach.

If you want to be proactive and make a real impact when it comes to mental health and workplace wellbeing this program will help make a real difference in promoting mental health in your organisation.

‘56% of people caring for someone with mental illness find their physical and mental health suffer as a result of their caring role.’

EXECUTIVE BRIEFING—1hr

> Why it matters—the human and financial cost.
> The impact mental illness has in the workplace and the community.
> Your responsibilities to manage psychosocial harm.
> The importance of promoting workplace mental health and wellbeing.
> The importance of senior leadership in creating a psychologically safe workplace culture.
> How to support employees—early intervention and support strategies.

ALL STAFF WORKSHOP—Half Day

> The importance of workplace mental health and wellbeing.
> Common workplace mental health issues (depression, suicide, anxiety and trauma).
> How to recognise early warning signs.
> Practical intervention and support strategies.
> Introduction to more complex mental health issues in the workplace (psychosis, drug and alcohol issues and personality disorders).
> The impact mental health has on the individual, their family, the workplace and the community.
> Promoting and contributing to improved individual and organisational resilience and wellbeing.
> Case studies and additional resources.
> Support services available to help you and your colleagues.
MANAGERS AND SUPERVISORS WORKSHOPS—Full Day

PART 1:
- The importance of workplace mental health and wellbeing.
- Common workplace mental health issues (depression, suicide, anxiety and trauma).
- How to recognise early warning signs.
- Practical intervention and support strategies.
- Introduction to more complex mental health issues in the workplace (psychosis, drug and alcohol issues and personality disorders).
- The impact mental health has on the individual, their families, the workplace and the community.
- Promoting and contributing to improved individual and organisational resilience and wellbeing.
- Case studies and resources.
- Support services available to help you and your colleagues.

PART 2: (PART 1 AS PRE-REQUISITE)
- The role of the manager—what to do and what not to do.
- The impact mental illness has in the workplace and community.
- How to protect worker mental health and wellbeing.
- The benefits of work for mental health and wellbeing.
- More complex mental health issues in the workplace (psychosis, drug and alcohol issues and personality disorders).
- How to recognise early warning signs.
- Accessing available support and emergency contact information.
- Effectively manage return to work situations for workers with mental health issues.
- Improving the psychosocial and physical environment in the workplace so individuals at risk of mental illness or who have a mental illness can flourish.
- Managerial case studies and role-plays.
Managers and workers both have roles to play in building safe work environments—ones that will not create and exacerbate mental illness and ones in which workers are properly supported.

Australian Human Rights Commission
ABOUT COMMUNICORP GROUP

CommuniCorp Group has been selected to deliver the Mental Health and Wellbeing at Work training program. The CommuniCorp Group is a specialised service provider that aim to build individual, team and organisational capability and performance through the delivery of practical training programs that recognise the psychosocial and commercial implications of psychological wellbeing in the workplace. CommuniCorp Group delivers workplace training using registered psychologists with experience in all domains of workplace mental health.

FURTHER INFORMATION

To get more information or organise a session for your organisation, contact Comcare’s Learning and Development Solutions Team.

1300 366 979
learning.development@comcare.gov.au
www.comcare.gov.au