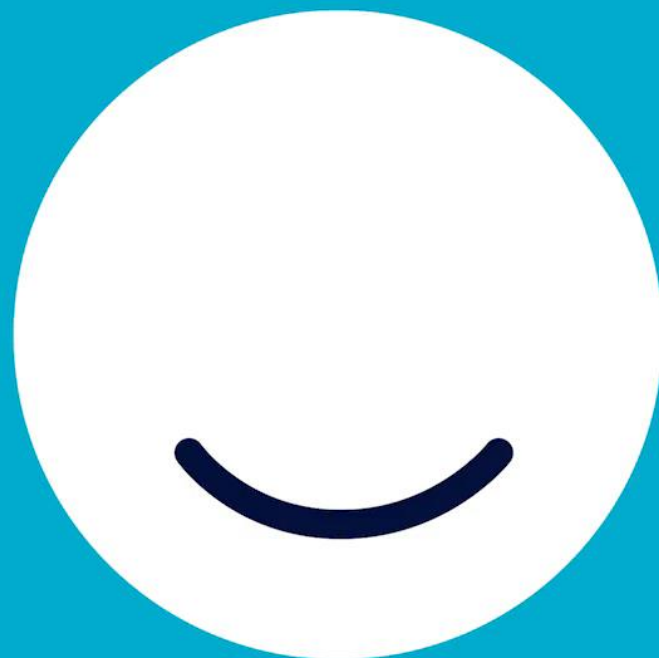




**Supporting  
mental health and wellbeing  
in Transport, Warehousing and Logistics.**



Healthy Heads in Trucks & Sheds





Healthy Heads in Trucks & Sheds



# Tailored Training

- Healthy Heads collaborates with expert organisations to tailor courses
- Training increases industry capacity, understanding and engagement
- Funding received to offer over 600 free training places in 2024

**Mind Your Mates**  
Lifeline

**Managing for  
Team Wellbeing**  
Black Dog Institute

**Accidental  
Counsellor**  
Lifeline

**Mental Health  
First Aid**  
Mental Health  
First Aid

**Your Mental  
Health and Work**  
Black Dog Institute



**Mental Workplace Health  
& Wellbeing Action Plan  
Workshop**  
AP Psychology Consulting  
Services

**Mental Health and Wellbeing  
in the Road Transport,  
Warehousing and Logistics  
Sector**  
Lifeline

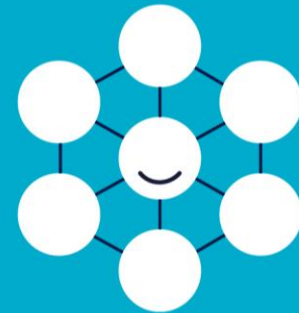
# Creating Mentally Healthy Workplaces

Krishna Hunt

AP Psychology & Consulting Services  
Manager, Strategic Consulting Services

Bushra Afzal

Workplace Engagement Manager  
Black Dog Institute



**Training one  
helps many.**

# The Role of Training in Psychosocial Risk Management

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Prepared by AP Psychology and Consulting Services, September 2024



# Leaders in empowering psychologically safe, healthy and thriving workplaces.

We exist because we care about people, we want to make a difference through prevention of harm, protection, and support of psychological health and safety in the workplace.

We lead the way through integrated and sustainable evidence-based solutions.



# What is Psychosocial Risk Management and why is it important?

Managing the factors and structures that influence the **mental health and wellbeing** of employees

The **promotion** of mental health in the workplace and the **prevention** of psychological harm

A psychologically healthy and safe workplace is one in which **risks are acknowledged and appropriate action taken to minimise their potential negative impact** on an individual's mental health\*



# Current Mental Health Statistics in Australia

AROUND  
**1 in 5**  
AUSTRALIANS  
WILL EXPERIENCE  
A MENTAL HEALTH CONDITION EACH YEAR

(ABS, 2022)



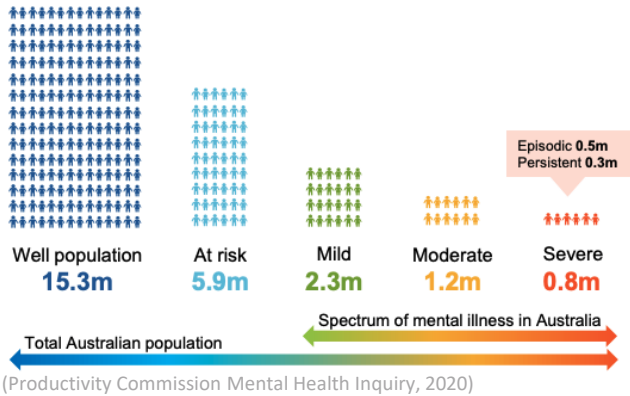
POOR MENTAL  
HEALTH COSTS  
AUSTRALIAN  
WORKPLACES

~\$14B RELATED TO PRESENTEEISM  
~\$8B RELATED TO ABSENTEEISM  
~\$1.24B RELATED TO CLAIMS

PER YEAR

(Productivity Commission Mental Health Inquiry, 2020)

## DISTRIBUTION OF MENTAL HEALTH AMONG THE AUSTRALIAN COMMUNITIES



**4 in 10** AUSTRALIAN EMPLOYEES WITH POOR MENTAL  
HEALTH DID NOT DISCUSS IT WITH ANYONE IN  
THE WORKPLACE

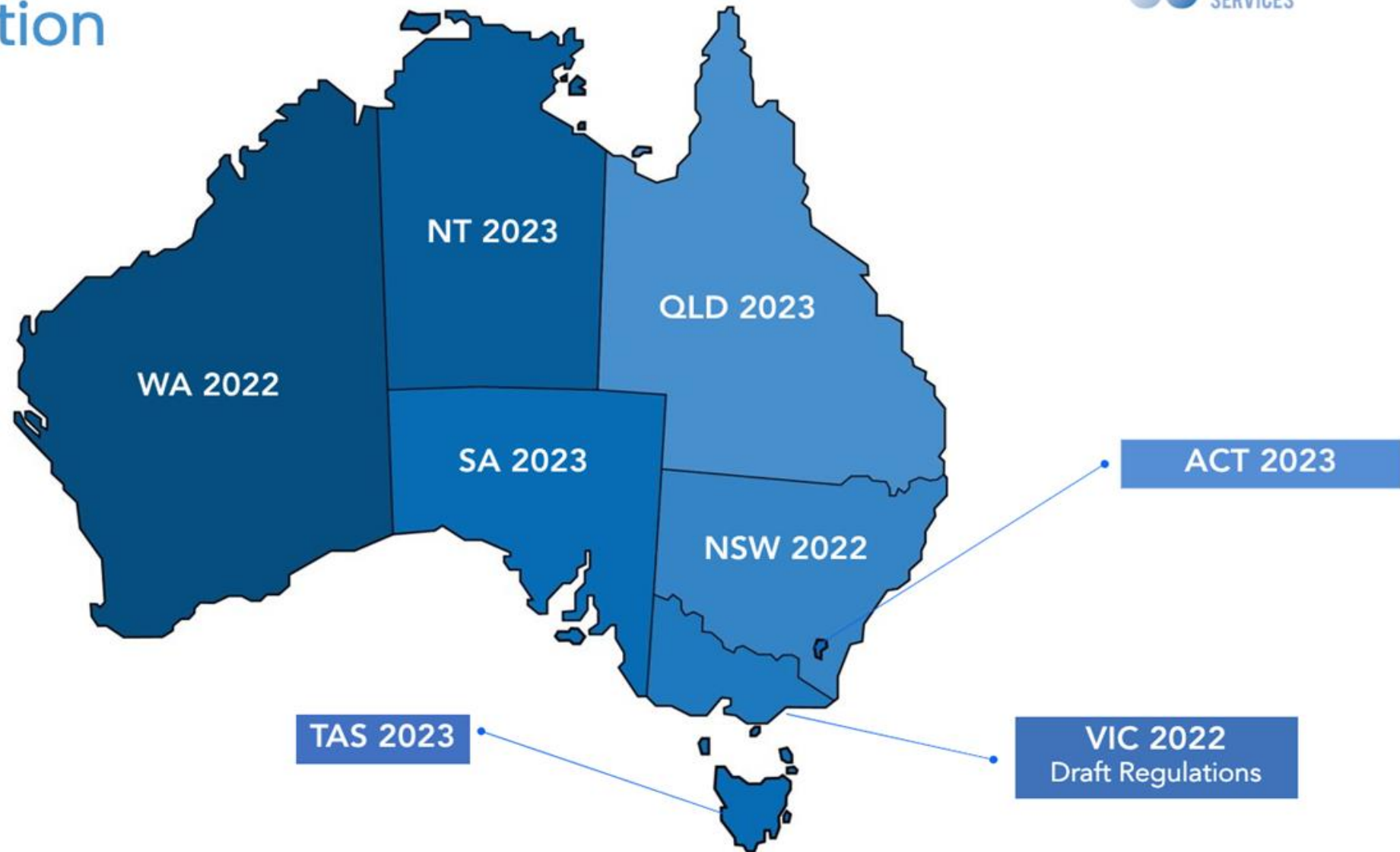
(Mapping the State of Inclusion and Mental Health in the Australian  
Workforce, Diversity Council Australia, 2022)

**9 in 10** AUSTRALIAN EMPLOYEES BELIEVE MENTALLY  
HEALTHY WORKPLACES ARE IMPORTANT

**5 in 10** AUSTRALIAN EMPLOYEES BELIEVE THEIR  
WORKPLACE IS MENTALLY HEALTHY

(State of workplace mental health in Australia  
– Beyond Blue)

# Psychological health and safety legislation



# Safe Work Managing Psychosocial Hazards Code of Practice



**Too high / low  
job demands**



**Traumatic events  
or materials**



**Remote or  
isolated work**



**Poor work  
environment**



**Low job  
control**



**Poor organisational  
Change management**



**Lack of  
job security**



**Violence and  
aggression**



**Poor workplace  
Relationships**  
(incl. bullying, harassment and  
conflict)



**Poor  
support**



**Poor reward  
and recognition**

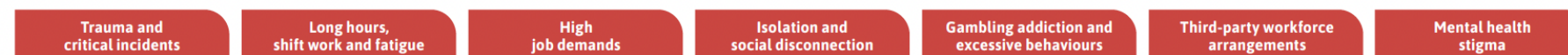


**Poor organisational  
justice**



# Creating a Psychologically Healthy and Safe Workplace

## Psychological Hazards



## The Framework



## The seven workplace strategies



# The Seven Workplace Focus Areas Framework

FOCUS AREA	DEFINITION	WORKPLACE CONTROLS
BUILD BETTER WORK CULTURES	Creating a psychologically healthy and safe climate by promoting protective factors and implementing controls addressing risk factors, regarding organisational and team cultures	<ul style="list-style-type: none"> <li>Team-based training and interventions</li> <li>Workplace Policies and Procedures</li> <li>Management of organisational change</li> </ul>
SMARTER WORK DESIGN	Designing and managing work to enhance the psychological health and safety of your people, by reducing known risk factors and enhancing known protective factors	<ul style="list-style-type: none"> <li>Job flexibility</li> <li>Job control and demand</li> <li>Job-specific assessment</li> <li>Decision making</li> <li>Role clarity</li> <li>Exposure to trauma</li> </ul>
BUILD RESILIENCE & COPING SKILLS	Enhancing the personal and organisational resilience of your people through the provision of controls and targeted support mechanisms	<ul style="list-style-type: none"> <li>Evidence-based training (stress/resilience/vicarious trauma/other)</li> <li>Coaching and mentoring</li> </ul>
EARLY INTERVENTION	Promoting and facilitating the early identification, management, and resolution of known psychological risk factors by implementing controls and encouraging help-seeking behaviour	<ul style="list-style-type: none"> <li>Wellbeing checks</li> <li>Appropriate response to incidents</li> <li>Employee Assistance Program</li> <li>Encouraging access to early supports</li> </ul>
SUPPORT RECOVERY	Engaging at the onset of psychological health concerns, when people are recovering and supporting their recovery journey	<ul style="list-style-type: none"> <li>Supervisor support &amp; training</li> <li>Return to Work plans and programs</li> <li>Work focused exposure programs</li> </ul>
BUILD LEADERSHIP	Developing the capability of leaders in psychosocial hazard and risk management, to assist in creating a workforce where your people can thrive	<ul style="list-style-type: none"> <li>Demonstrate leadership commitment and engagement</li> <li>Lead by example and set the standard</li> <li>Build leadership capability</li> <li>Leadership education on psychological health and safety</li> </ul>
INCREASE AWARENESS	Increasing awareness of psychological health and strategies to facilitate positive coping, with the aim of reducing stigma and promoting positive psychological health practices	<ul style="list-style-type: none"> <li>Awareness training and education on appropriate workplace behaviours, promotion of positive mental health and reducing stigma</li> </ul>



# Training and Resources



## Build a Workplace Wellbeing Plan

Plan to meet your work health and safety (WHS) duty of care.

Healthy Heads in Trucks & Sheds has developed the Roadmap Planner to aid better understanding of psychological health and safety. It assists businesses of all sizes in transport, warehousing, and logistics to establish a Workplace Wellbeing Plan to help meet their work health and safety (WHS) duty of care.

The Roadmap Planner is built on the Seven Workplace Strategies outlined in the [National Mental Health & Wellbeing Roadmap](#). By implementing these seven strategies, organisations can create their own Plan to protect and support their employees.



# Training and Resources – Roadmap Planner



## Demonstrates risks via narrative (story telling)

- Strong communication technique for non-expert audiences
- Increases comprehension and engagement
- Demonstrating scenarios via narrative may be more persuasive

# Example Workplace Wellbeing Plan



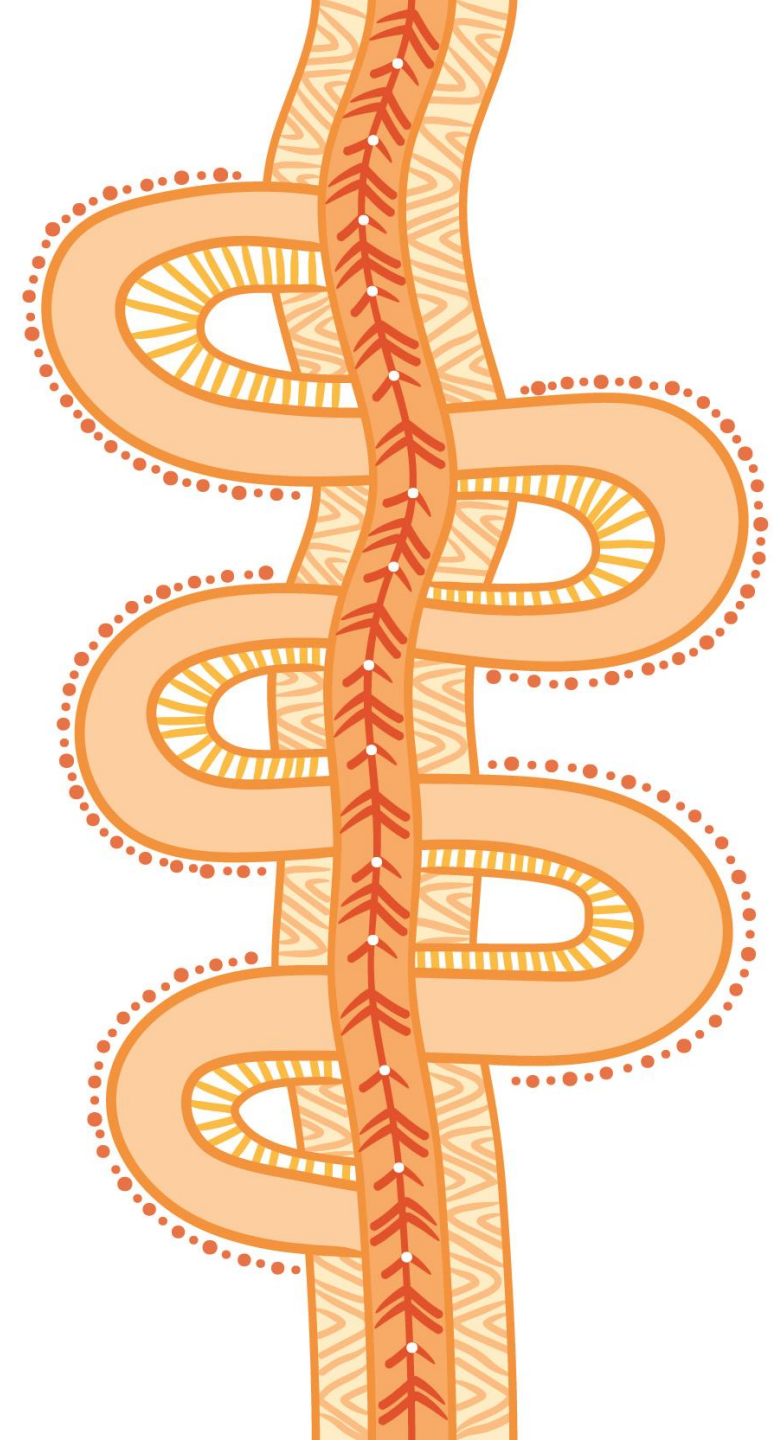
# Creating Mentally Healthy Workplaces



# Acknowledgement of Country

I acknowledge the Aboriginal and Torres Strait Islander peoples as the first inhabitants of this nation, and the traditional custodians of the lands on which we meet and work.

I recognise their continuing connection to land, water and community. I pay respects to all Aboriginal and Torres Strait Islander Elders past, present and emerging from all nations across this country.



## Who we are and what we do

**Black Dog Institute is a global leader in mental health research and the only Medical Research Institute (MRI) in Australia to investigate mental health across the lifespan.**

Our unique translational approach allows us to quickly turn our world-class scientific findings into clinical services, educational programs and e-health products that improve the lives of people with mental illness.



Science



Compassion



Action



# What is the role of work in mental health and wellbeing?

Creating a mentally healthy workplace has many benefits for both employers and employees.

From an organisational perspective, addressing mental health in the workplace can increase productivity and employee engagement.

For the individual, it means a healthy, balanced life and psychological wellbeing.

**\$39 Billion**

Cost of mental illness to  
Australian businesses  
per year

**\$2.30**

R.O.I. for every dollar  
spent on mental  
health actions



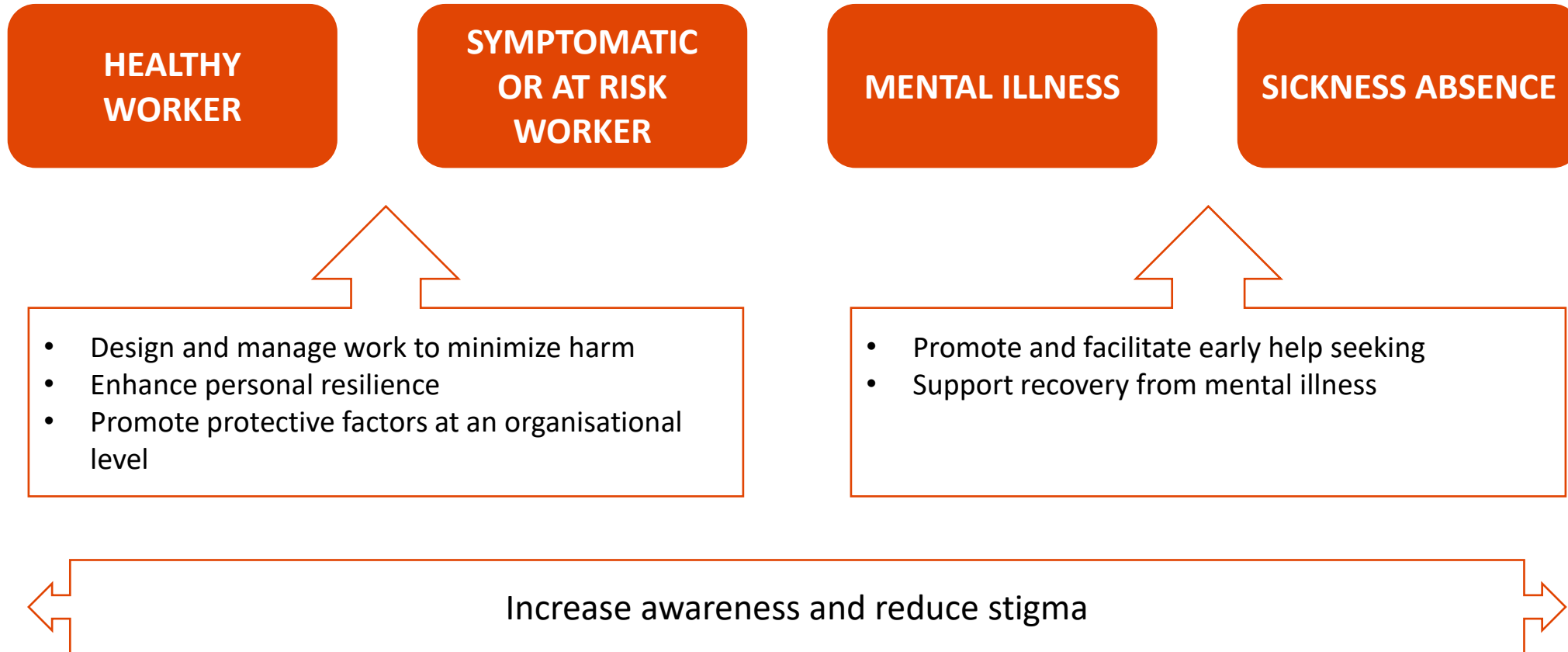


# Understanding Mental Health Continuum

Mental health is about wellness rather than illness



# Research shows preventative interventions are effective



# Everyone has a role to play

## Executive & senior leaders

- Establish policy framework & agreed measures

## People leaders

- Identify & manage protective risk factors
- Increase mental health & wellbeing literacy, promote help-seeking
- Manage mental health at a team level

## All employees

- Increase mental health & wellbeing literacy, promote help-seeking
- Build personal resilience

Reduce stigma

# Six ways employers and people leaders can help make workplaces mentally healthier



1. Smart work design



2. Building personal resilience



3. Building better work cultures



4. Increasing awareness of mental health



5. Supporting staff recovery from mental illness



6. Early Intervention

## How we can help

- Get practical skills to build a mentally healthier workplace
- Evidence-based training delivered by experts for everyone in the workplace from employees to employers
- Receive dedicated support from specialist Workplace Engagement Team



**85,500+ people trained**  
from more than 1,200 workplaces  
across Australia



**99% of participants**  
would recommend training and intend to  
implement their learnings into practice



BDI Manager Training has been shown to  
deliver a return on investment of  
**\$10 for every \$1 spent**

# Training program for people leaders

## Managing for Team Wellbeing

- Understand the prevalence of mental ill-health and its impact
- Recognise changes in behaviour and identify the warning signs of mental ill-health (in yourself and others)
- Have effective conversations around stress, health, and wellbeing
- Design healthier workspaces that promote wellbeing
- Support team members at work and assist in their return to work after a sickness absence





# Training program for team members

## Your Mental Health at Work

- explore common myths about mental illness and the impact of stigma at an individual and organisational level
- gain insight into common mental health conditions, their prevalence in the workplace and how to identify them in the work setting
- understand issues and responsibilities around disclosure
- develop skills to have effective conversations about mental health, and understand the range of help available inside and outside of the workplace



# Free engagement tools & resources

BDI provides a range of evidence-based tools and resources designed to improve mental health and wellbeing

## Mental Health Toolkit



## myCompass



## The BDI Online Clinic



## Fact sheets & resources



Visit [Blackdoginstitute.org.au](https://blackdoginstitute.org.au) to download



# Free mental health training options with BDI

- For NSW eligible businesses–proudly funded by NSW Government (Eligibility: Businesses based in NSW with less than 200 employees or not-for-profits of any size)
- Via the Healthy Heads Training program– proudly funded by the NHVR Heavy Vehicle Safety Initiative Funding



**Over 39,000+ people trained**  
with 99% of participants recommending training



**3 training programs available**  
for staff, managers, and leaders



**Flexible delivery options**  
Interactive workshops (online or face-to-face)  
Self-paced online training



Healthy Heads in Trucks & Sheds



Training Course	Dates	Location	Time
<u>Mental Health First Aid</u>	21 August & 22 August	Mildura, VIC	8.30am - 4.30pm
<u>Accidental Counsellor</u>	27 August	Wodonga, VIC	10am - 2pm
<u>Accidental Counsellor</u>	05 September	Launceston, TAS	9:30am - 1pm
<u>Accidental Counsellor</u>	16 September	Toowoomba, QLD	8:30am - 12:30pm
<u>Managing for Team Wellbeing</u>	24 September	Online	9am - 12pm AEST
<u>Mind Your Mates</u>	08 October	Online	12pm - 1:30pm AEST
<u>Psychological Health and Safety Action Plan Workshop</u>	06 November & 20 November	Online	1pm - 4pm AEST
<u>Mental Health and Wellbeing in RTWL Sector</u>	Available now	Online	All hours

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