WOMEN IN SUPER

NATIONAL ROAD SHOW

with Lucy Brogden
Mental health in the workplace

MAJOR SPONSOR

ISH — INDUSTRY SUPER HOLDINGS

< ifm investors

ifs INDUSTRY FUND SERVICES
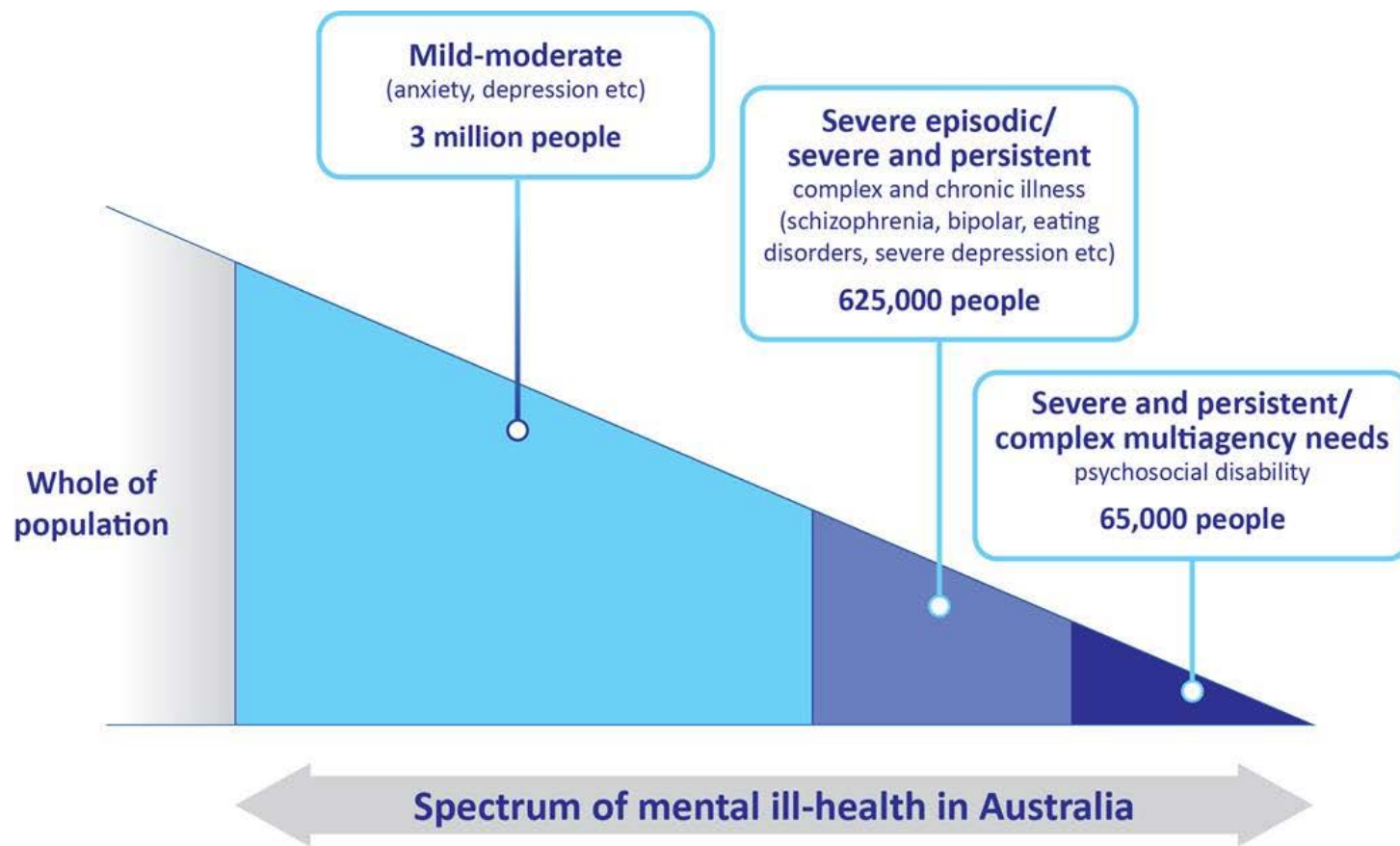
Industry Super Australia

THE NEW DAILY

Love and work are the cornerstones of our humanness.

- Sigmund Freud.

SALUS POPULI SUPREMA LEX

THE WELLBEING OF THE PEOPLE IS TO BE THE HIGHEST LAW

Mild-moderate
(anxiety, depression etc)

3 million people

Severe episodic/
severe and persistent
complex and chronic illness
(schizophrenia, bipolar, eating
disorders, severe depression etc)

625,000 people

Severe and persistent/
complex multiagency needs
psychosocial disability

65,000 people

Whole of
population

Spectrum of mental ill-health in Australia

Annual distribution of mental ill-health in Australia

~1M Australians live with Depression

1 in 5 women

1 in 8 men

~2M Australians live with Anxiety

1 in 3 women

1 in 5 men

8 Australians die by suicide every day – 5 are men

Economic Impact

Cost of mental ill-health >4% of GDP

Australia = $60B

Every 10% gain in mental health of Australians, GDP would rise by 0.4%

About the Commission

- Established 2012

- Executive agency in Commonwealth Health portfolio

- Reporting to Commonwealth Minister for Health

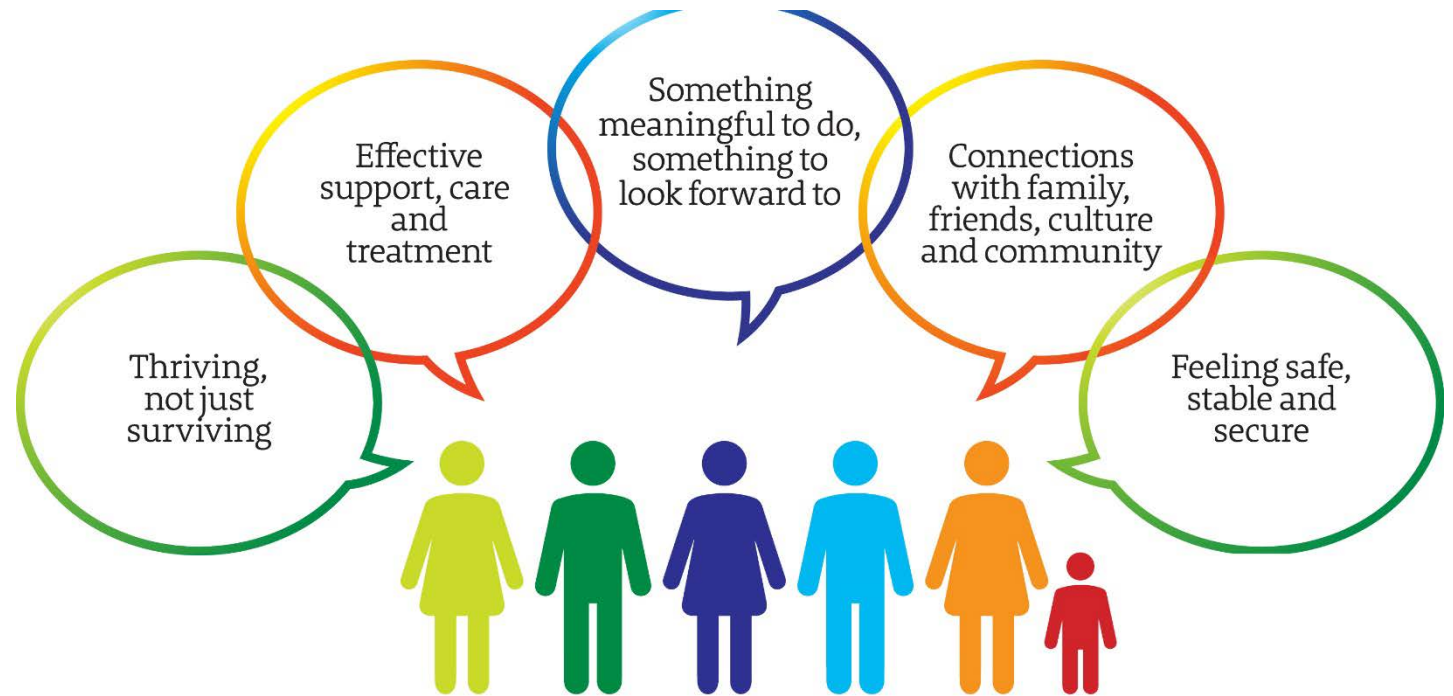- Twice yearly reporting to Prime Minister and Minster for Health

The Commission's Role

That all Australians achieve the best possible mental health and wellbeing.

Monitor and report on mental health and suicide prevention systems

Provide advice to Government and the community

Act as a **catalyst for change**

CONTRIBUTING LIFE

SOCIAL DETERMINANTS OF HEALTH

The conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life.

These circumstances are shaped by the distribution of money, power and resources at global, national and local levels.

The social determinants of health are mostly responsible for health inequities - the unfair and avoidable differences in health status seen within and between countries.

Funding Models:
- Public: MBS, PBS, ABF, Welfare Benefits, Programme grants, private incentives
- Private: PHI, Self funded, commercial & social investments

Workforce training, development & distribution

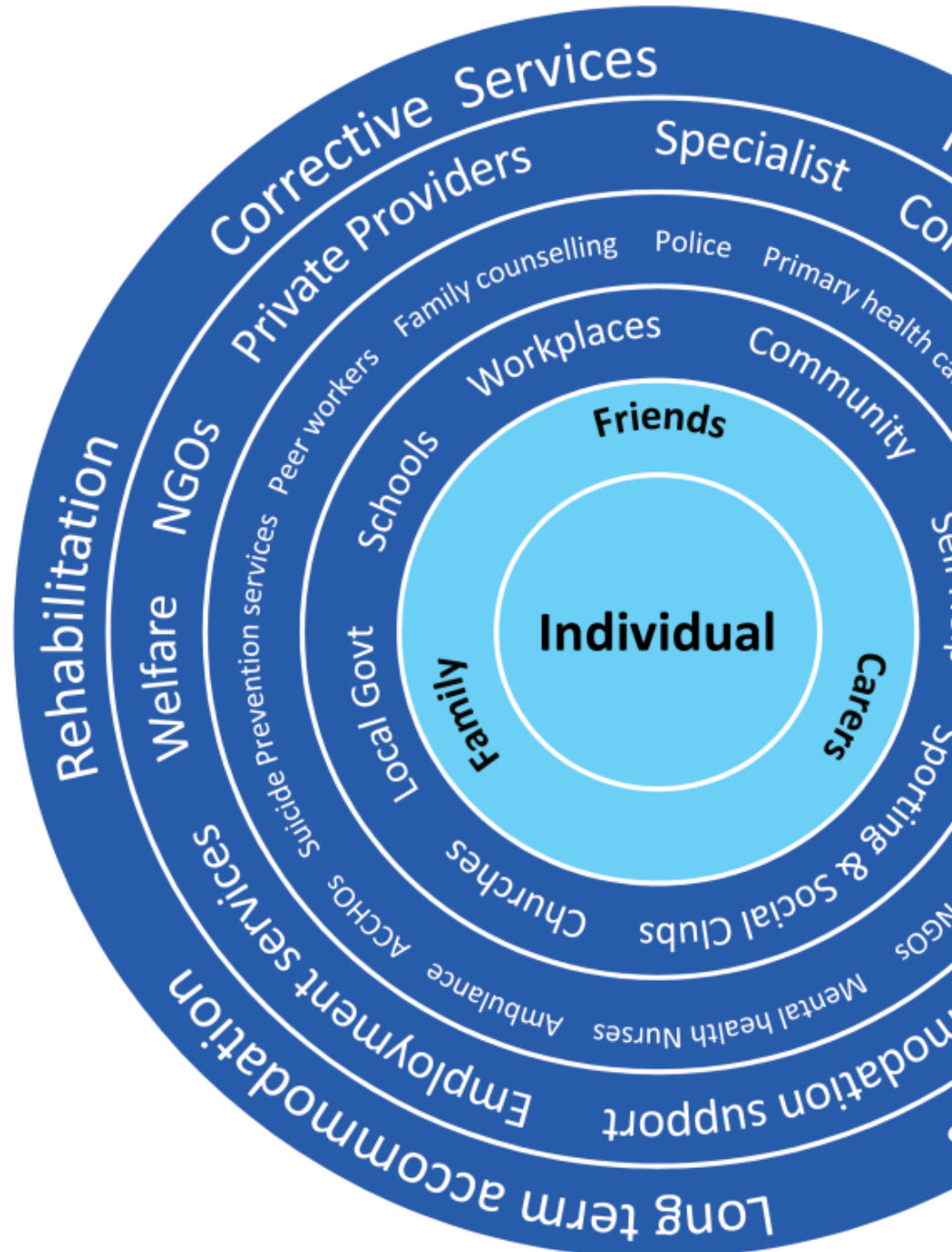E-mental health & information systems

Performance targets, indicators & data

Planning & governance

Research & evaluation

Legislation

Regional integration

Corrective Services
Private Providers
Specialist
Rehabilitation
Welfare
NGOs
Peer workers
Family counselling
Police
Primary health ca...
Workplaces
Community
Schools
Friends
Suicide prevention services
Local Govt
Family
Individual
Carers
Churches
Sporting & Social Clubs
NGOs
Ambulance
ACCHOS
Mental health Nurses
Long term accommodation
Employment services
accommodation support

DESIGN OF A PERSON-CENTERED/ PERSON LED APPROACH

The business case for investing in workplace mental health and wellbeing
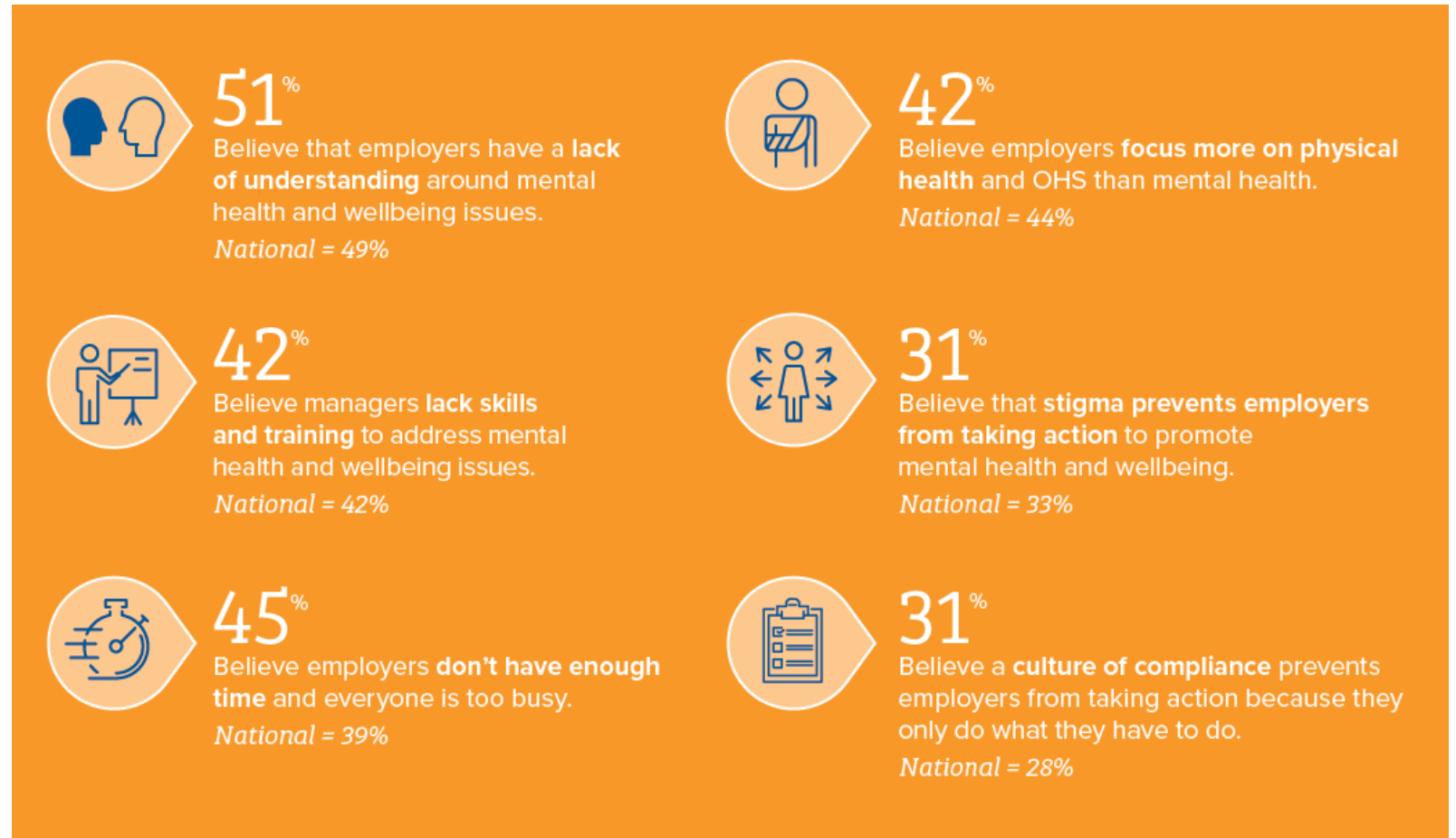
What is preventing employers from taking action?

Are we there yet?

Super friend ®

LEADERSHIP
The existence of supportive and committed leadership in the organisation that endorses and prioritises initiatives that support a mentally healthy workplace.

62

National = 62

CONNECTEDNESS
A work environment that is characterised by strong interpersonal and social support, trust and fairness, and inclusiveness.
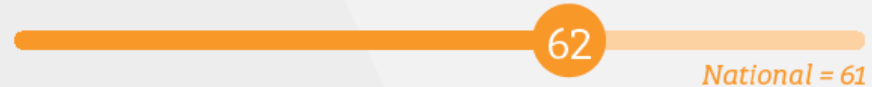
62

National = 61

POLICIES AND PRACTICES
The existence and use of robust policies, strategies and processes that address mental health within an organisational framework. There are clear processes driving policy development and implementation in the workplace.

57

National = 50

CAPABILITIES AND CULTURE
The application of knowledge and skills within an organisation to support positive mental health and wellbeing, and to influence the culture through changing practices and improving the environment.

47

National = 47

2017 PROGRESS TOWARDS THE DESIRED STATE OF WORKPLACE MENTAL HEALTH AND WELLBEING.

— 100
Optimal mental health and wellbeing in a workplace.

57
FINANCIAL AND INSURANCE SERVICES

55
NATIONAL INDEX SCORE

— 0
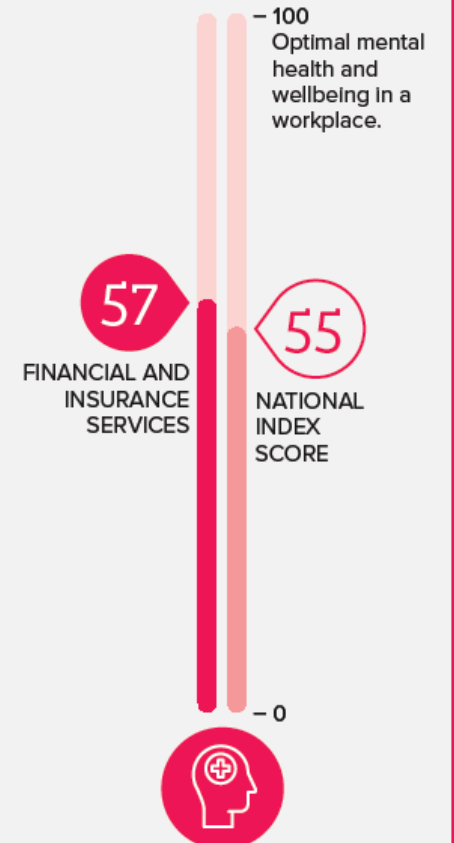
Culture eats strategy for breakfast.

- Peter Drucker

IDENTITY AND PURPOSE

"EVERYONE SEES WHAT YOU APPEAR TO BE, FEW EXPERIENCE WHAT YOU REALLY ARE"

culture

brand

purpose

Tying organisational identity and culture

Cognitive Dissonance

- Festinger's (1957) cognitive dissonance theory suggests that we have an inner drive to hold all our attitudes and beliefs in harmony and avoid disharmony (or dissonance).

- Cognitive dissonance refers to a situation involving conflicting attitudes, beliefs or behaviours. This produces a feeling of discomfort leading to an alteration in one of the attitudes, beliefs or behaviours to reduce the discomfort and restore balance etc.

Ethical Climate

The shared perceptions of what is

ethically correct behaviour and

how ethical issues should be

handled in the organisation

(Peterson, 2002)

Personal Self-interest

Company profit

Operating efficiency

Team interests

Friendships

Social responsibility

Personal morality

Rules and laws

Professional codes

Ethical Climate

Moral Distress and Injury

- **Moral distress** arises from ongoing moral and ethical conflicts with the workplace

- **Moral injury is the damage done to one's conscience or moral compass** when that person perpetrates, witnesses, or fails to prevent acts that transgress their own moral and ethical values or codes of conduct.

- **Moral injury can lead to serious distress, depression and suicidality.** Moral injury can take the life of those suffering from it, both metaphorically and literally. Moral injury debilitates people, preventing them from living full, healthy lives.

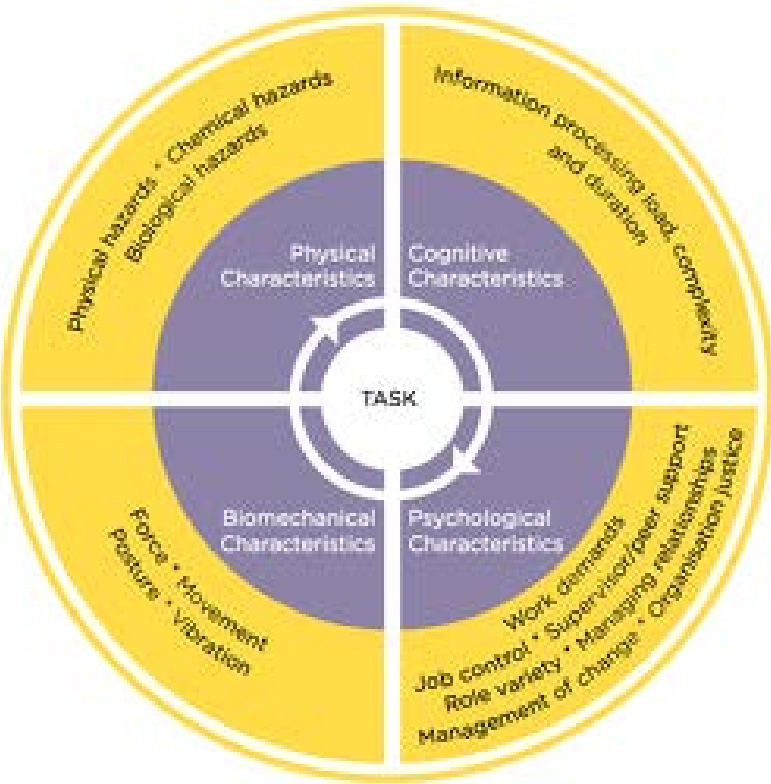Source – Moral Injury Project Syracuse University

6 Key Areas Workplaces Need to Address

1. Smarter work design

2. Promoting and facilitating early help seeking and early intervention

3. Building a positive and safe work culture

4. Enhancing personal and organisational resilience

5. Supporting recovery

6. Increasing the awareness of mental illness and reducing stigma

If you want someone to do a good job – give them a good job to do.

Herzberg

Job and Work Design

Gender - Financial Security

If Sydney were 100 women…

- 31% would have a **university degree**, and 8% would currently be **studying for one**

- 30% would **work full time**

- 5% would **own a business**

- 27% of those who work would **take public transport to get there**

- 18% would have performed **volunteer work in the last year**

- 15% would earn **over $100k per year**

- 48% would earn **less than $34k per year**

- 54% would be **in paid work** (compared to 65% of men)

Make Super Fair

Provide low income earners with an additional $1,000 contribution annually into their super accounts to help boost their balances and make up the super gender gap

Increase the super guarantee to 12%

Remove the $450 monthly pay threshold which sees an estimated 220,000 women miss out on super every year

Make sure that super is paid on parental leave, to ensure it is treated like all other types of leave

Measure and publish the impact that any future changes to super would have on women

Resources

www.superfriend.com.au

www.headsup.org.au

www.transformativeworkdesign.com

www.lifeline.org.au

13 11 14