

**voice**  
project  
presents

# can a workplace be a well place



## Panelists

**Dr Louise Parkes**, Senior Consultant, Voice Project

**Claire Vernon**, CEO, JewishCare

**Lucy Brogden**, AM, Mental Health Commissioner



- Expanded office by 40%
- New, shorter, more efficient engagement survey
- Continued to refresh benchmarks across all industries
- New website will launch around Christmas
- 2<sup>nd</sup> qtr 2020 we'll release our new survey dashboard with real-time analytics, manager-level permissions and action-planning
- Partnering with Qualtrics giving our clients choice in level of sophistication of survey software



**1. Please share a funny or warm example of how you or your colleagues manage wellbeing at work**

**2. Do you have a tip for a great book, learning resource or tool for managing wellbeing?**





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# 1. Work is good for our wellbeing

## Perception of work as bad and unhealthy

*What has the most positive impact on your wellbeing in your workplace?*

The door as I walk out of it to go home

Only 8 years and 5 days until I retire

The workplace is not about having a positive impact

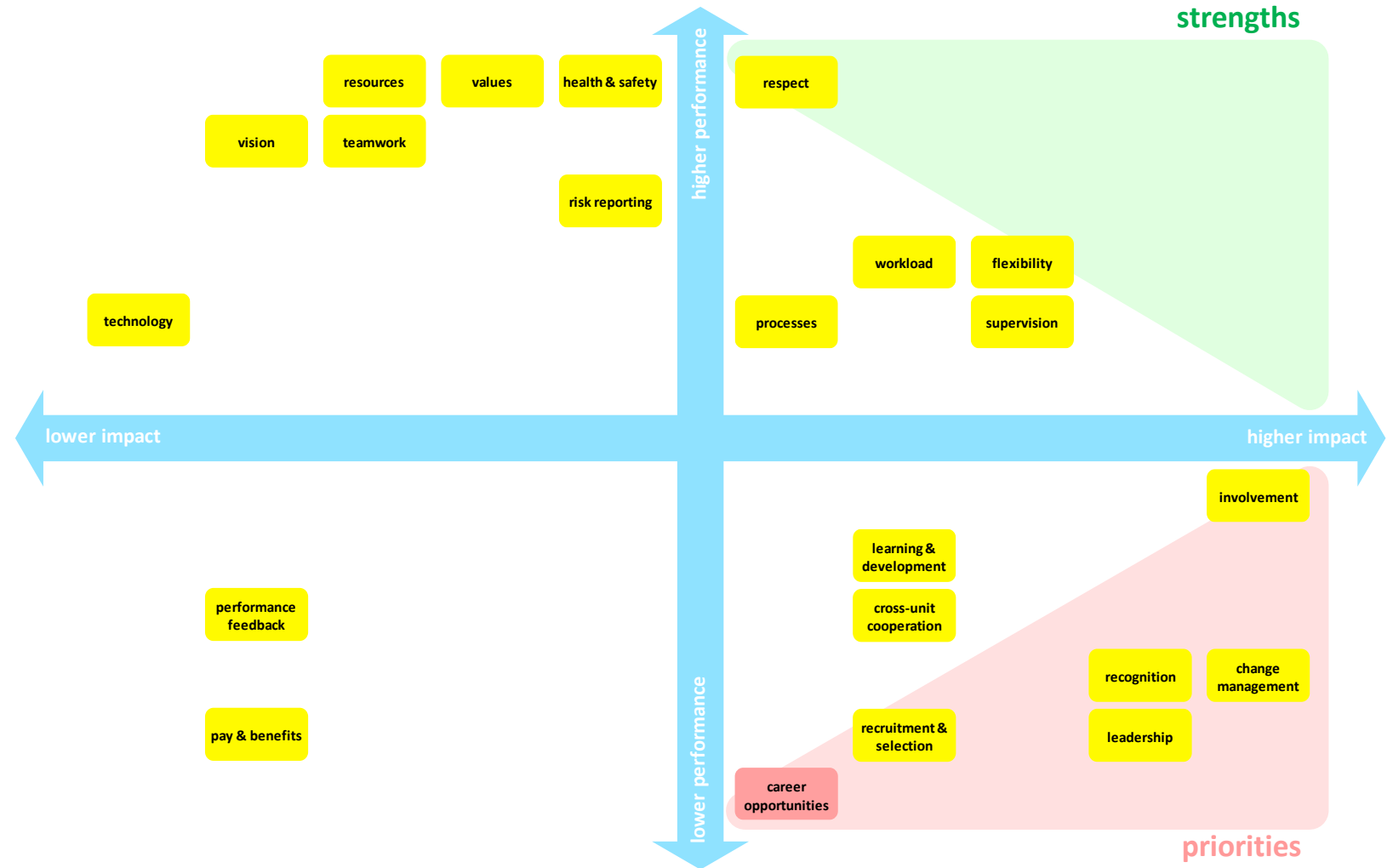
## Employed people have better mental health than unemployed people, and mental health improves when the unemployed gain employment

- Autonomy, independence and agency through salary
- Significance, respect and identity through social status
- Relationship and belonging through social inclusion and interaction
- Meaning and purpose through contribution to others
- Competence, mastery through skill building and use
- Order and stability through time structure and regular activity

# 2. Make work (not workers) healthy

Organisations are **first responsible for providing healthy workplaces**

not individual wellbeing programs to help employees cope with longer hours and stressful, demanding work environments



# 3. Have a wellbeing strategy (not a program)



## Recognition

- Manager & peer
- Celebrate team success
  
- APA “The Psychologically Healthy Workplace”



## Involvement

- Psychological safety
- Voice encouraged, safe, effective
  
- Amy Edmondson “The Fearless Organization”



## Leadership

- Enable
- Communicate
- Role-model
  
- Kim Cameron “Practicing Positive Leadership”

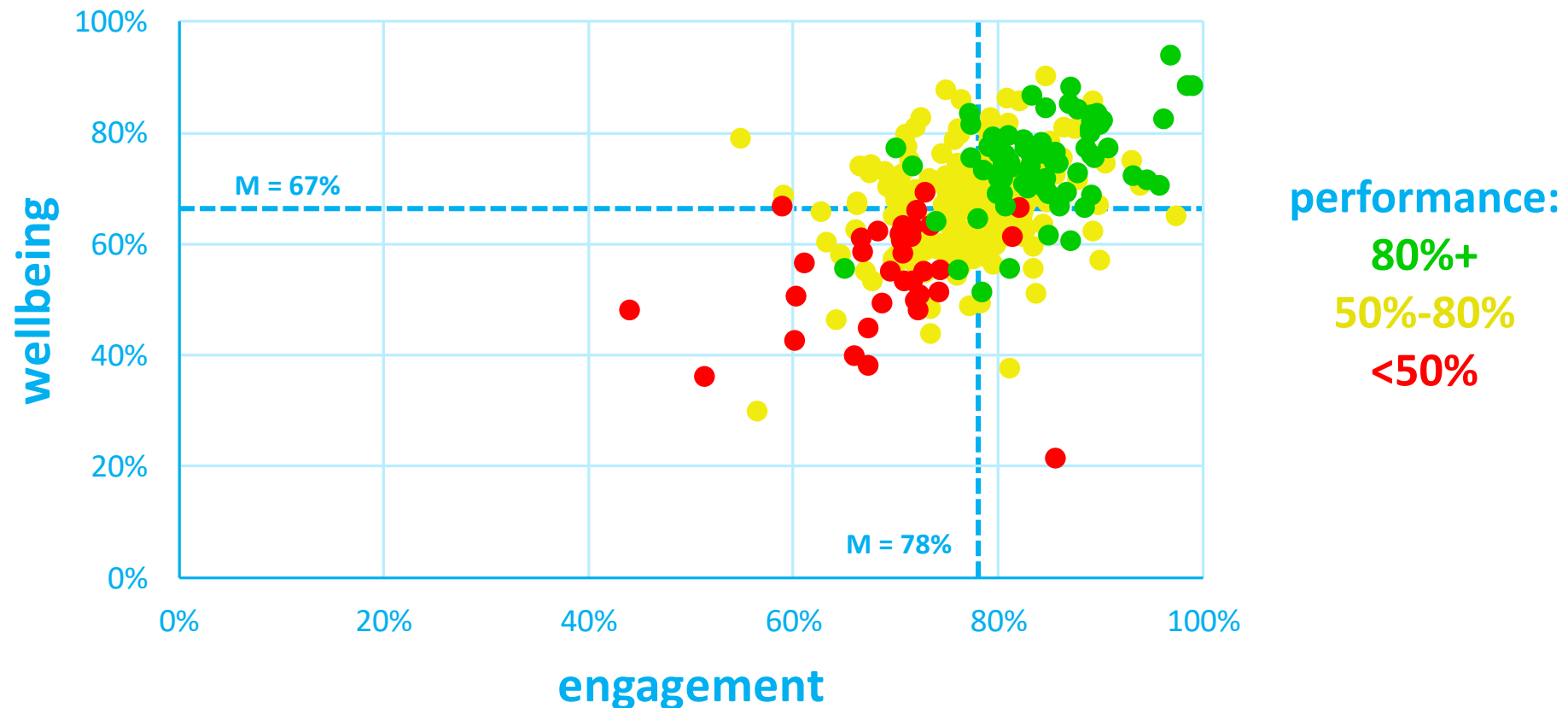


## Change Management

- Co-design
- Iterative feedback loops
  
- Voice Project Change Challenge Case Studies

# 4. High wellbeing does not compromise high performance

engagement, wellbeing & performance in 348 clients 2012-17







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# What we do



1. Context i.e. the big picture
2. No secrets



# What we do



4. Support with training and systems
5. Focus on field staff
5. Be ethical and stay with Mission





# 2017 to 2018



- Organisation direction moved 22 points to **84% favourable**
- Leadership moved 34 points to a **83% favourable**
- Safety moved 37 points to **92% favourable**
- Wellness moved 14 points to **88 %favourable**



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at the National Mental Health Commission



# Mentally Healthy Workplaces – Good for People, Good for Business

Lucinda Brogden AM, Commissioner



Australian Government  
National Mental Health Commission

**Love and work are the  
cornerstones of our  
humanness.**

**- Sigmund Freud.**







# Contributing Life

# BUILDING BLOCKS

Legislation

Research & evaluation

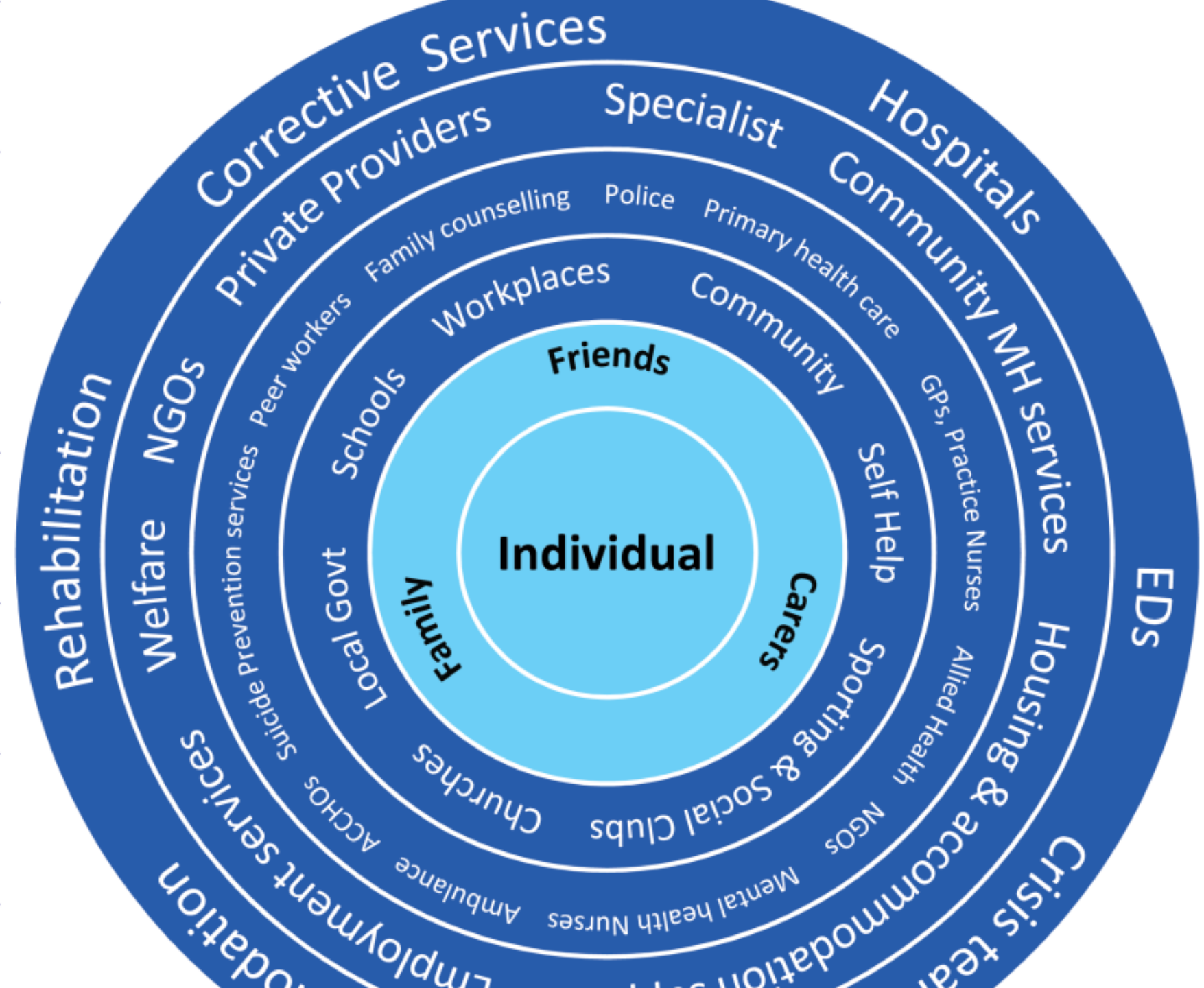
Planning & governance

Performance targets, indicators & data

E-mental health & information systems

Workforce training, development & distribution

Programme grants, private incentives  
• Private: PHI, Self funded, commercial & social investments





# THE MENTALLY HEALTHY WORK PLACE ALLIANCE

TAKE CARE OF BUSINESS



Australian Government  
Department of Health

## Budget 2019-20

### Prioritising Mental Health – National Mental Health Workplace Initiative

The Government will support employers, industries, small businesses and sole traders to create mentally healthy workplaces that enable workers to achieve their best possible mental wellbeing, and that attract skilled staff, encourage innovation and boost productivity.

This initiative will deliver a suite of practical tools and guides to the most effective strategies for creating mentally healthy workplaces and best ways to put them into action. It will establish a nationally consistent approach to mental health in the workplace, and will provide businesses with assistance and guidance on how to build work environments that promote good mental health, reduce mental illness, and help people recover when they are unwell.

This initiative will be led by the Mentally Healthy Workplace which includes Beyondblue, the Black Dog Institute, the Business Council of Australia, Mental Health Australia, Comcare, Australian Council of Trade Unions, the Australian Chamber of Commerce and Industry, SANE Australia, SuperFriend, Safe Work Australia, Australian Industry Group, the Australian Psychological Society, and the Council of Small Business of Australia.

NG MENTAL HEALTH, PREVENTIVE HEALTH AND SPORT



the  
**COLLABORATIVE**  
Partnership  
to improve work participation

# 6 Key areas workplaces need to address

**01**

Smarter work design

**02**

Promoting and facilitating early help seeking and early intervention

**03**

Building a positive and safe work culture

**04**

Enhancing personal and organisational resilience

**05**

Supporting recovery

**06**

Increasing the awareness of mental illness and reducing stigma



# The Collaborative Partnership to improve work participation

Focus on aligning the Australia's work disability systems to delivery better outcomes for people with temporary or permanent physical or mental health conditions by:

- breaking down the support system silos
- helping employers reduce barriers to employment
- helping GPs to support work participation
- supporting employees to better understand the importance of good work in their health and wellbeing

[www.comcare.gov.au/collaborativepartnership](http://www.comcare.gov.au/collaborativepartnership)







# Mentally Healthy Workplaces

Good for business



Australian Government  
National Mental Health Commission



# Q & A

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