

The Dangers Lie Below the Surface

Dr Jennifer Bowers
Chief Executive





**“This place is
doing my head in”**

Strategies for building mental health and wellbeing
in the mining and resources sector



Confronting questions

Do you know if mental health problems are contributing to incidents and accidents?

How would you find out?

How would you raise awareness of mental health and wellbeing in your workplace?

How would you go about talking to individual employees about their mental health?

Do you know if your employees are coping with the stresses of FIFO and “split lifestyles”?

How would you find out?

Does your company address mental health in their recruitment and induction processes?

How would you go about introducing mental health into your OH&S policies and practices?

How would you measure the success or otherwise of your initiatives?

Do you have culturally specific social and emotional wellbeing initiatives for Indigenous employees?

Confronting statistics

1 in 5 people in the general population will have a mental illness every year.

It is reported that up to 1 in 3 people in the mining and construction sector will have a mental illness in a year.

The mining industry employs approximately 200,000 people directly – so up to 67,000 will experience some form of a mental illness this year.

Assuming 1 in 3 people will suffer from some form of a mental illness in the mining and resource sector this year, that is 1,000 in 3,000 employees.

On a 12 hour shift, a person with a mental illness will on average be unproductive for at least 2 hours 42 minutes.

That means every day, there are 2700 hours of unproductive time, the equivalent to 225 employees not turning up to work at all. Or about 7.5% wasted productivity.

Depressed workers average 1.8 hours of unproductive time in a regular 8 hour day.

Workers with depression have twice as many missed workdays, and 7 times more likely to report decreased work effectiveness

If someone is suffering from depressive symptoms, that increases their potential for a physical accident by 41%.

Lost productivity from presenteeism was 7.5 times greater than the loss from absenteeism

Average annual staff turnover for FIFO workers is 21%

Prevention and early
identification of mental disorders
save money

For every \$1 invested in mental illness prevention today will return \$9 in the first 12 months; and conservatively \$48 over the next 2-5 years through reducing absenteeism and workplace accidents and increasing employee productivity and performance.

FIFO –
Andy's
current
work
site



Is retention important? Is caring for an employee important?

Example:

It might cost \$50,000 to recruit and train someone

One in five will leave the business within the first 12 months.

100 in 500 @ \$50K = \$5,000,000

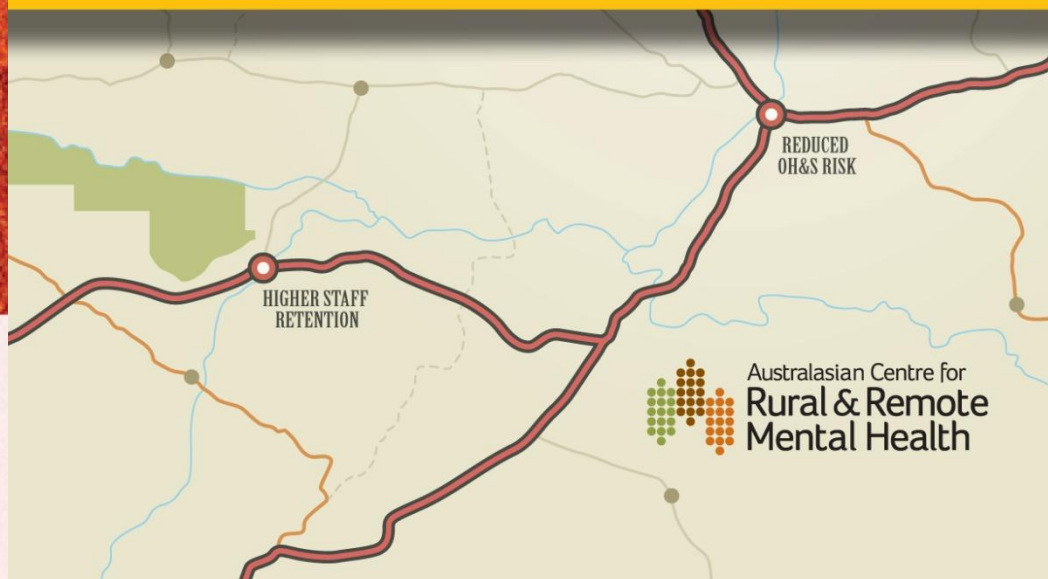
Answering some of the questions

So where to from here.....?

Follow a roadmap.



Designing a Mental Health 'Road Map' for the Mining and Resources Sector



The initiatives in the roadmap are primarily designed:

1. to be **preventative** with **early interventions** available when required
2. to **change attitudes** to mental health and the **culture** of a worksite to make it a “safe” place to talk
3. to be sustainable in the long run.

A mental health “roadmap” for your company comprises:

1. Commitment and agreement to aims and priorities
2. Consultation and planning
3. Engagement
4. Maintenance
 - Evaluation and Review

Initiatives such as

- Information dissemination, awareness raising and creating a “safe” space
- Training and workshops
- Review of policies, practices, induction information, incident reports
- Data collection and analysis

must be well planned, well communicated, culturally sensitive and implemented across the whole organisation



TELLING ME TO HARDEN THE FUCK UP DOESN'T HELP. TALKING DOES.

1 in 5 of us has a mental health issue.
Talk to your mates, your doctor, or a health professional.
It doesn't have to be like this.

 Australasian Centre for
Rural & Remote
Mental Health

 Australasian Centre for
Rural & Remote
Mental Health



This place doing your head in?

It doesn't mean you're soft. It means you're human.
Talk to a mate. Talk to a health worker.
Talk to someone.

Lifeline: 13 11 14

24 hours a day, 7 days a week.

Mensline: 1300 78 99 78

24 hours a day, 7 days a week.

Mining Family Matters

www.miningfm.com.au

for practical, professional information,
services, and support.



Australasian Centre for
**Rural & Remote
Mental Health**

www.acrrmh.com.au

Example of the engagement process and
breaking down the stigma:

John Schuman presents

“Dents in the Soul” – An ADF initiative

John &
Hugh (ex-
Redgum)
Breaking
down the
stigma in
Pilbara
camps
last week



In summary, benefits include:

1. Higher retention rates – reduced staff turnover
2. Reduced absenteeism and presenteeism
3. Improved morale
4. Improved risk identification and management
5. Integrate “mental” into OH&S policies and protocols
6. Improved status as a preferred employer
7. A generally healthier, resilient workforce
8. Greater productivity and profitability



THANK YOU

www.acrrmhq.com.au