Findings of a major mental wellbeing study: focussing efforts and challenging stereotypes

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RTIO wellbeing strategy

Our vision for wellbeing is to have a workforce that is safe, healthy, resilient and engaged.

Build Wellbeing

Raise Awareness

Support, Respond and Recover

- Social
- Spiritual
- Emotional
- Intellectual
- Physical
What did we want to know?

- Who is well and why?
- Are there differences between groups?
- Is mental wellbeing impacting productivity?
- What else needs to be done?
Survey methodology

More than 2000 employees participated in the survey, providing an accurate insight into the wellbeing of our workforce.

- Computer
- Tablet intercept
- Hard copy
Survey considerations

Mental wellbeing
- Life in general
- Short Warwick Edinburgh Mental Wellbeing Scale
- DASS-21

Variables
- Alcohol & drugs
- Financial stress
- Social support
- Coping tactics
- Work experiences

Business impact
- Absenteeism
- Presenteeism


Employee demographics

RTIO is male dominated

78.8% 20.9% 0.3%

RTIO has more employees aged in their 30s and 40s

18 – 29 years 30 – 39 years 40 – 49 years 50 – 59 years 60 years and over
19.7% 32.5% 29.2% 16.0% 2.6%

RTIO has more employees with partners

Single (never married) Partnered (married, defacto) No longer partnered (separated, divorced) Widowed
15.2% 78.6% 6.0% 0.2%

RTIO has more employees who have dependent children

Don't have 47.8% Have 52.2%

Age and gender comparisons are drawn to the WA working population based on place of work; comparisons of marital status and dependents are drawn to the WA population of working people, based on place of usual residence (Census of Population and Housing, 2011)
Survey key findings

No significant difference

- FIFO
- Residential
- Perth based
- Indigenous
- Regional FIFO
- Females
Survey key findings

- Mental wellbeing
- Work relationships
- Social support
- Coping style and help seeking
So what have we done?

**Build Wellbeing**
- Leader wellbeing education
- Resources for employees and families
- Global Corporate Challenge

**Raise Awareness**
- Stigma reduction
- Employee wellbeing education
- Wellbeing calendar

**Support, Respond and Recover**
- Peer support
- Innovative critical incident support
- Mental health response guidelines
Where to next?

Build Wellbeing

Repeat survey
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