

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

A/Prof Peter Connaughton, Consultant Occupational Physician

8 May 2017



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**



What did we want to know?

**Build
Wellbeing**



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 Well-being Scale
- DASS-21

Variables

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

Business impact

- Absenteeism
- Presenteeism

Babor, T et al. *AUDIT The Alcohol Use Disorders Identification Test - Guidelines for Use in Primary Care, Second Edition*. World Health Organisation, 2001 (manual)

Adapted from the "Coping Styles Questionnaire" (1999) by Jim Boyers, Kaiser-Permanente Medical Center and Health Styles, Santa Clara, CA, in Davis, M, Eshelman, E.R., and McKay, M. (2000), *New Harbinger Productions: Oakland, CA*.

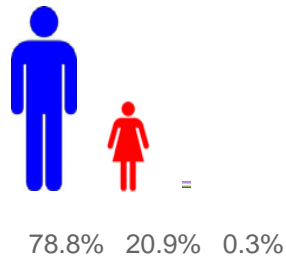
Humeniuk, R et al. *ASSIST The Alcohol, Smoking and Substance Involvement Screening Test - Manual for Use in Primary Care*. World Health Organisation, 2010 (manual)

Lovibond, S.H. & Lovibond, P.F. (1995). *Manual for the Depression Anxiety Stress Scales*. (2nd. Ed.) Sydney: Psychology Foundation

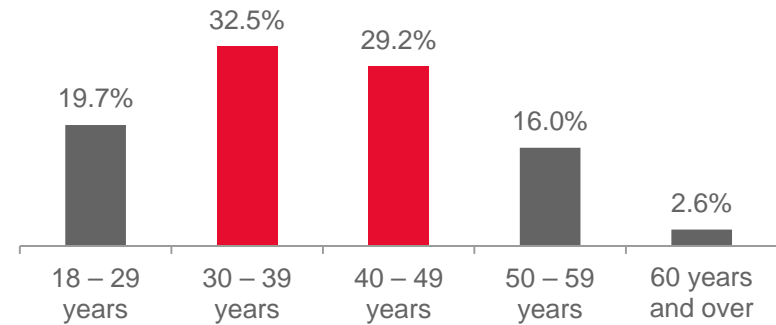
Stewart-Brown S & Janmohamed, K. *Warwick-Edinburgh Mental Well-being Scale (WEMWBS), User Guide, Version 1*. Warwick Medical School, University of Warwick, 2008 (manual)

Employee demographics

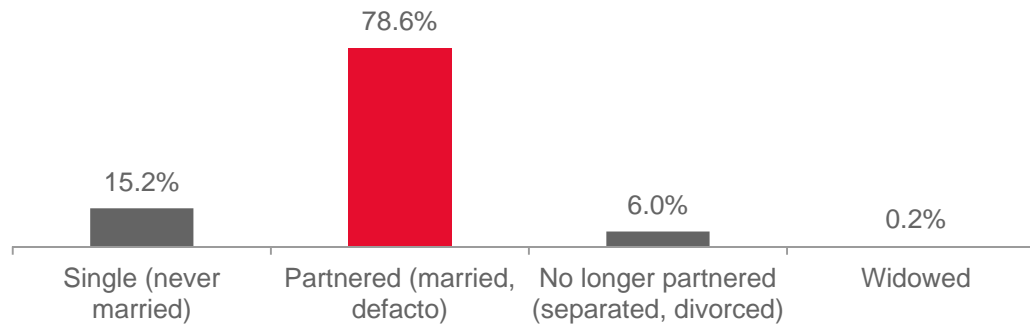
RTIO is male dominated



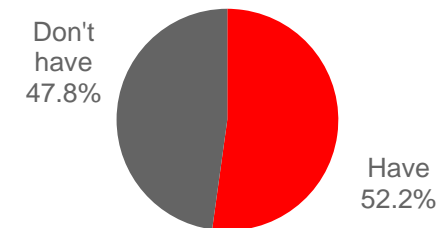
RTIO has more employees aged in their 30s and 40s



RTIO has more employees with partners

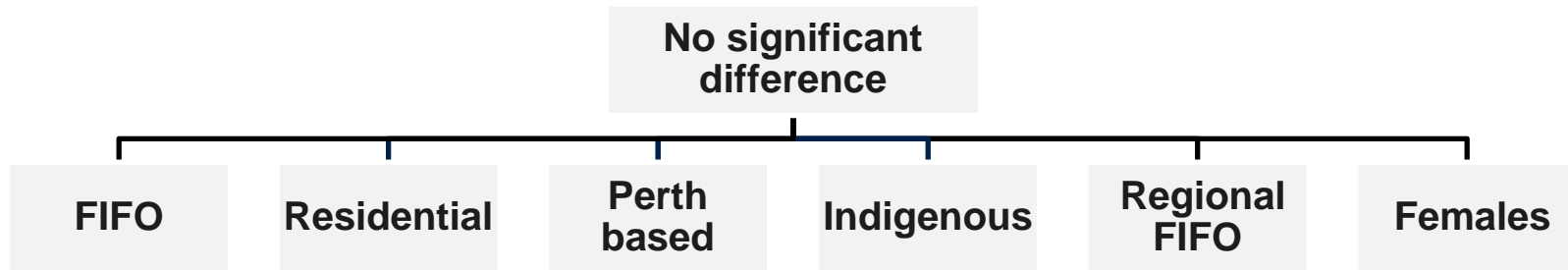


RTIO has more employees who have dependent children



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



Survey key findings



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

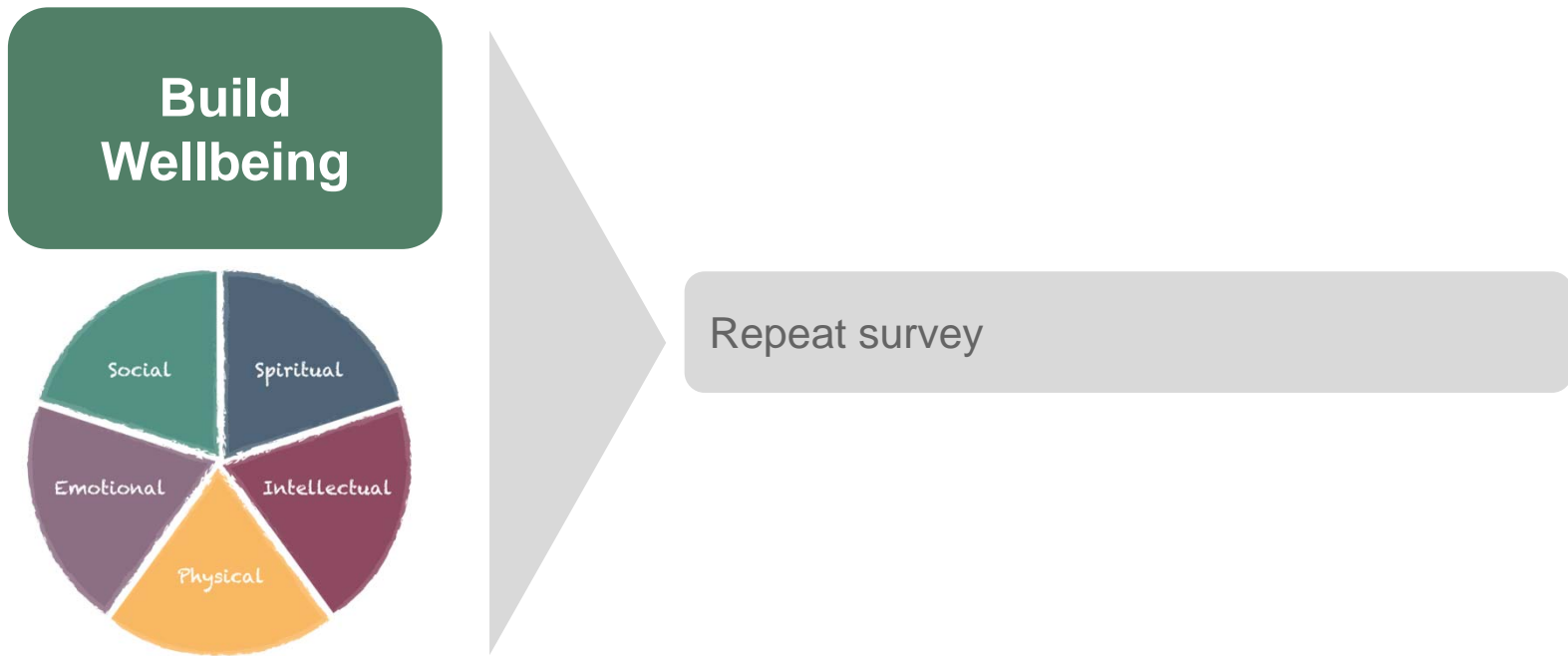


Support, Respond and Recover

- Peer support
- Innovative critical incident support
- Mental health response guidelines



Where to next?



Acknowledgements

- Ms Anna Snodgrass, Principal Health Advisor
- Rio Tinto Iron Ore Wellbeing team
- Sally Edmondson, Clinical Psychologist, Edmondson Psychological Services
- Beth Dungey, Account Director, Research Solutions