



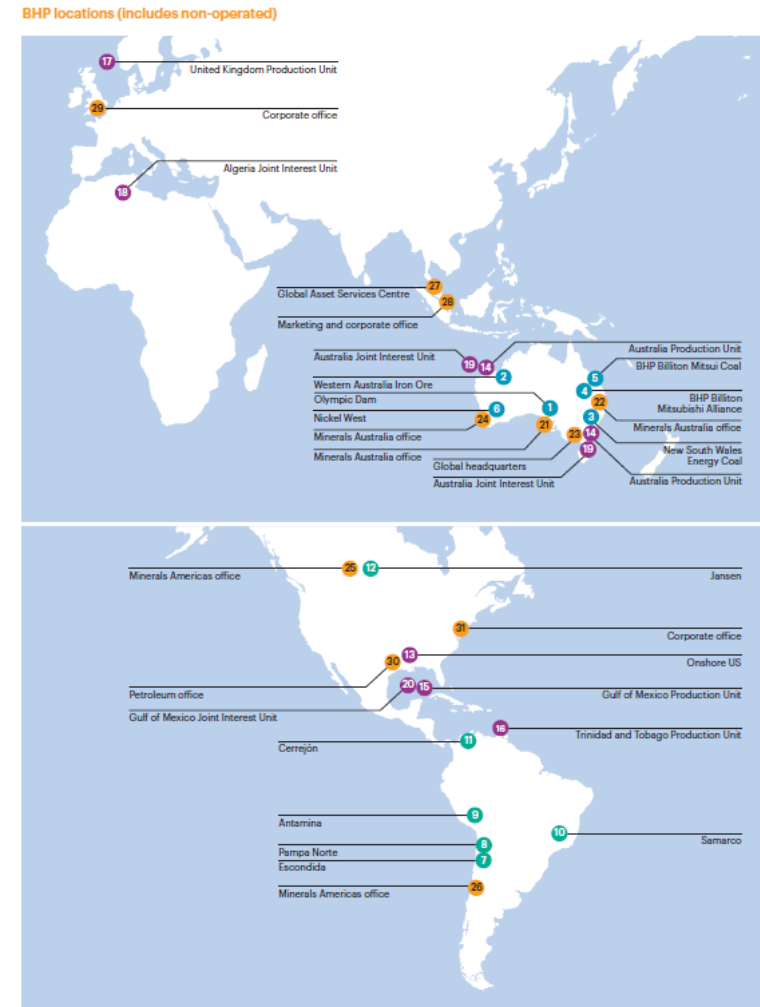
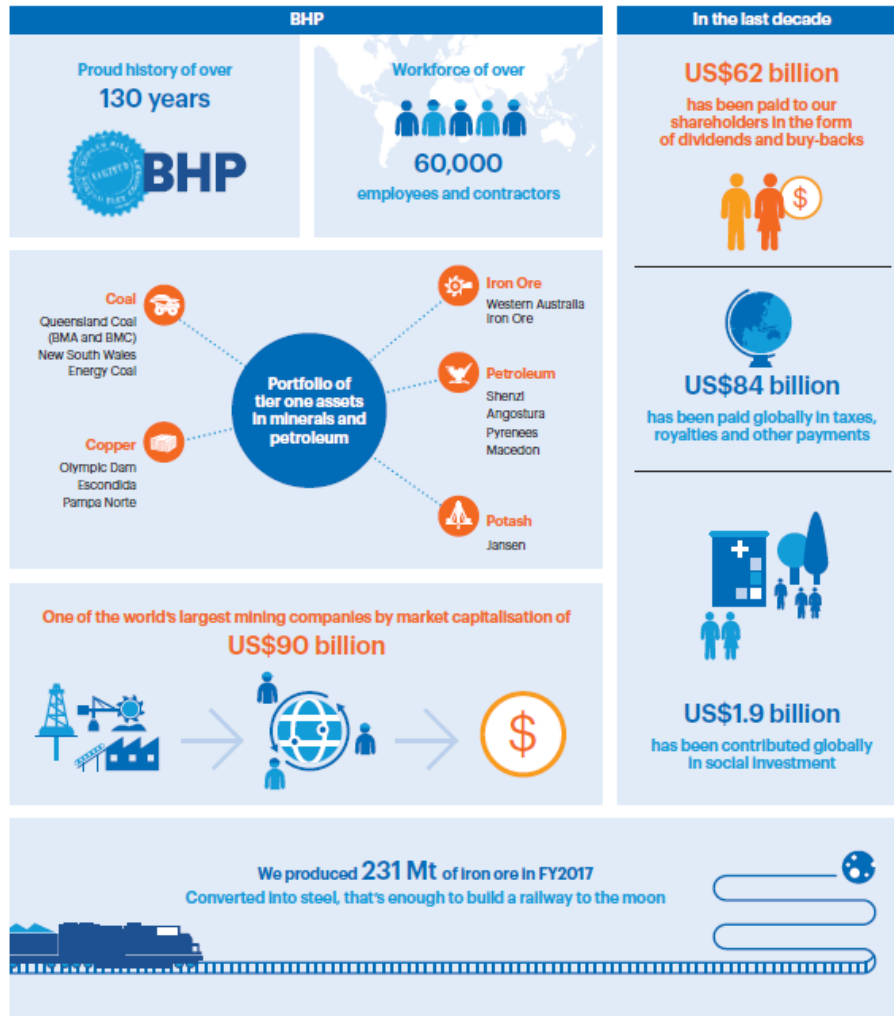
BHP

The health benefits of good work – supporting mental health during change and uncertainty

Rob McDonald

Vice President Health and Hygiene

BHP at a Glance



The Future of Work



Workplace megatrends – Workplace safety futures

1. The extending reach of (technology), automated systems and robotics.
2. The gig and entrepreneurial economy
3. Blurring the boundaries between work and home
4. Rising issue of workplace stress and mental health issues.
5. Rising screen time, sedentary behaviour and chronic illness
6. An ageing workforce

The Future of Work



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Our mental health framework

Mental Illness  Sustainably Engaged

People feel valued through demonstration of Care

No.1 contributor to Global Disease Burden (15-49 years)
 Personal, Community & Workplace Impact
 Aligned with Charter Values
 Workplace programs effective AND support Sustainable engagement

Culture

Leadership support
 Communications Strategy

Capacity

Knowledge and skills to respond developed through LDP and Locally

Prevention

Risks identified and controlled
 Personal resilience enhanced

Recovery

Personal resources available
 Inclusive re-integration back to work

Why

What

How

The role of senior leadership

April 2015 - Mental health framework approved by ELT

16 October 2015



**A message from
Andrew Mackenzie
CEO**



Hi everyone

Making sure everyone goes home safe to their families is not just about physical health. The mental health and wellbeing of our workmates is just as important, and that's what I want to talk about this month.

With around one in five people experiencing a mental health issue in any 12 month period and one in two over their lifetime, almost all of us have been touched by mental illness in some way, whether it's you, your partner, or a family member, friend or colleague. Too often people with mental health problems do not seek the support and treatment they need because of stigma.

The workplace can play a crucial role in breaking down the stigma associated with mental health issues. One of our greatest strengths at BHP Billiton is *Our Charter* values – through Respect we care about each other and the people who work with us. I am asking for your help to build upon this genuine culture of care and create a work environment where it is safe for everyone to speak up.

This starts with our teams and all of us making time to check in with our workmates. If you notice a change, a simple "are you ok?" can go a long way. You don't have to have all the answers, you just need to listen, show you care and be there to support when someone needs you. And please familiarise yourself with your local [Employee Assistance Program](#) provider and reach out to them for help if you or a workmate needs it.

Feb 2016 - ELT meets with CEO *beyondblue* to discuss mental health and the role of leaders

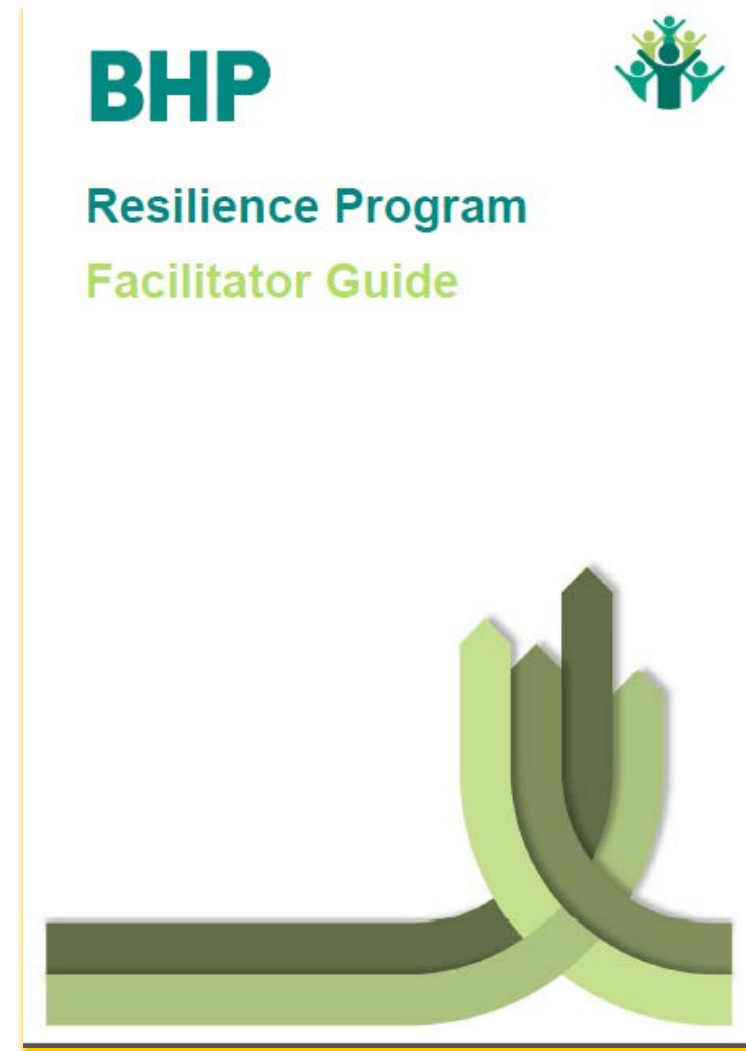
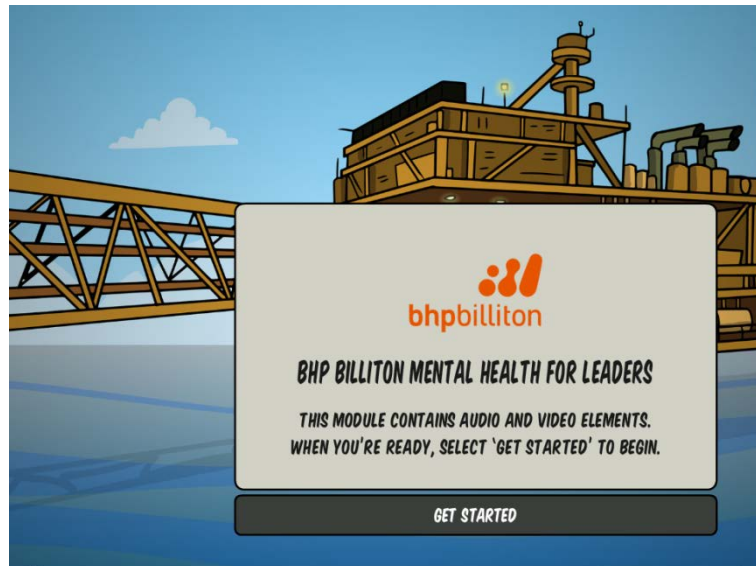
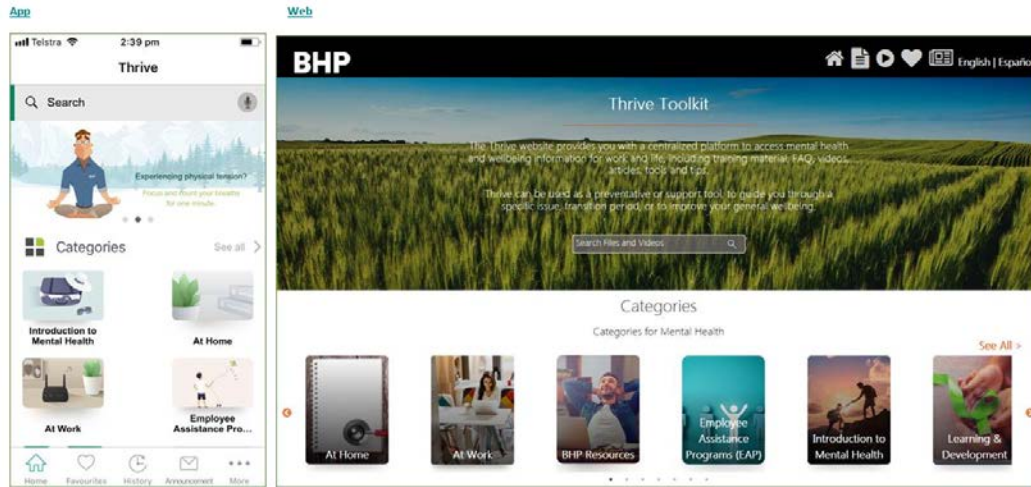


RUOK day Sep 2017 – Coal Leadership

October 2017- the ELT gets behind our Global Movember campaign



Mental health resources



Change and uncertainty – Skills for Leaders



Tip Sheet – Leadership Capabilities

Setting direction and context
Lead Change

Explain why

- Understand the 'why'
- Explain the benefits and the facts
- Understand their concerns and issues

Identify improvement opportunities

- Pass on new information (as soon as possible)
- Help them to see trends or gaps
- Seek their ideas

Genuinely listen

- Have them explain to you the new approach or direction
- Clarify the next steps
- Schedule regular updates

Helpful phrases

- ✓ I understand people may feel... about this change...
- ✓ What we are moving towards is...
- ✓ What this means for us is...
- ✓ My personal commitment is to...
- ✓ I'm excited about...

To consider

- ? Are you clear on the direction?
- ? Does your message emphasise the most important things/?
- ? Did you link the direction to clear priorities for the team?
- ? Do you understand where there is confusion?

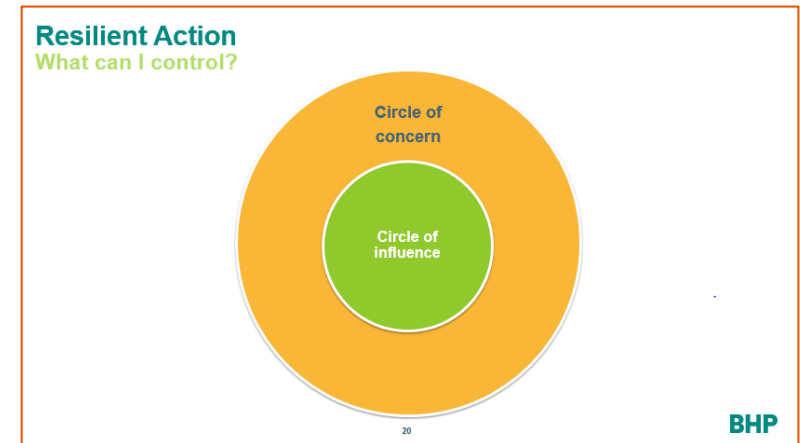
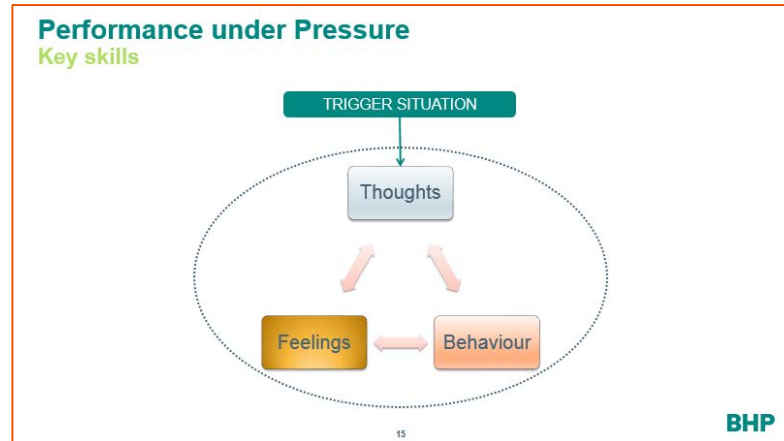
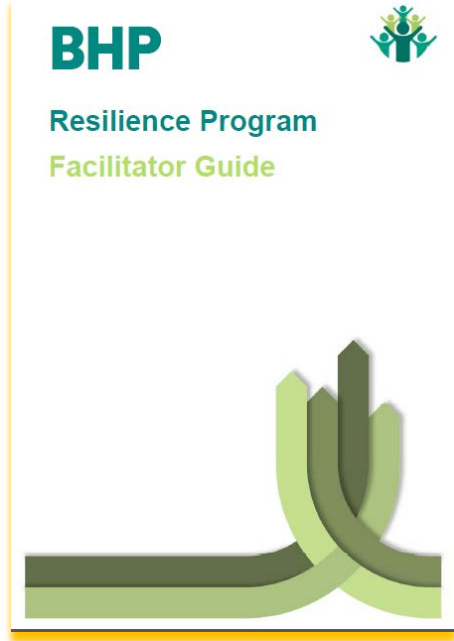
Change can trigger a range of reactions



Which of these reactions was closest to yours?

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Change and uncertainty– Skills for our people



Conclusions



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