



Medical breakthroughs and future practice:
Have we forgotten mental health?

“Disruption through Occupational Medicine”

Associate Professor Peter Connaughton
Occupational Physician, President AFOEM



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au

WA Today: Another FIFO Worker Commits Suicide in the Pilbara

Posted by Ashleigh Telford on December 04, 2014

By Brendan Foster

Originally published on WAtoday.com

Another fly-in, fly-out worker has taken their own life in the Pilbara.

Australian Manufacturing Workers' Union secretary Steve McCartney said the resources industry needed to take suicide seriously after the death of a man working on Chevron's Gorgon Project this week.

It comes after a recent parliamentary inquiry into suicide and mental health issues in WA's FIFO industry found there were concerns about "systems of work" in the industry, roster structure, hazards and family separation.

The Education and Health Standing Committee interim paper, Shining a Light

SUBSCRIBE

Name*

E-mail*

Please Press My Card - 1800 47 000 010 020 will receive a correspondence for publishing this advertisement which is not subject to any fee or charge.

Home / News / Local News

AUGUST 15 2014 - 10:00PM

Fly-in, fly-out rigour broke son's spirit

CYDNEE MARDON

Local News

SHARE TWEET COMMENTS



Rhys Connor, with his son Blaise, was one of nine FIFO workers who took their own lives in the past 12 months.



For a first c
Illawarra Law
35yrs Exp. Fi
0412...

Gutter prot
Get your gutt

'Miners are dying': The human cost of WA's FIFO economy

"The impact of FIFO work practices on mental health" report made 42 key findings and 30 recommendations regarding depression, workplace bullying, alcohol, harassment and suicide.



The inquiry paints a grim picture about the lack of focus on the mental wellbeing of WA's FIFO workers.
Photo: Louie Douvis

The West Australian

FIFO life takes mental, emotional toll on many

David Salvaire | Sound Telegraph
Tuesday, 4 April 2017 11:26AM

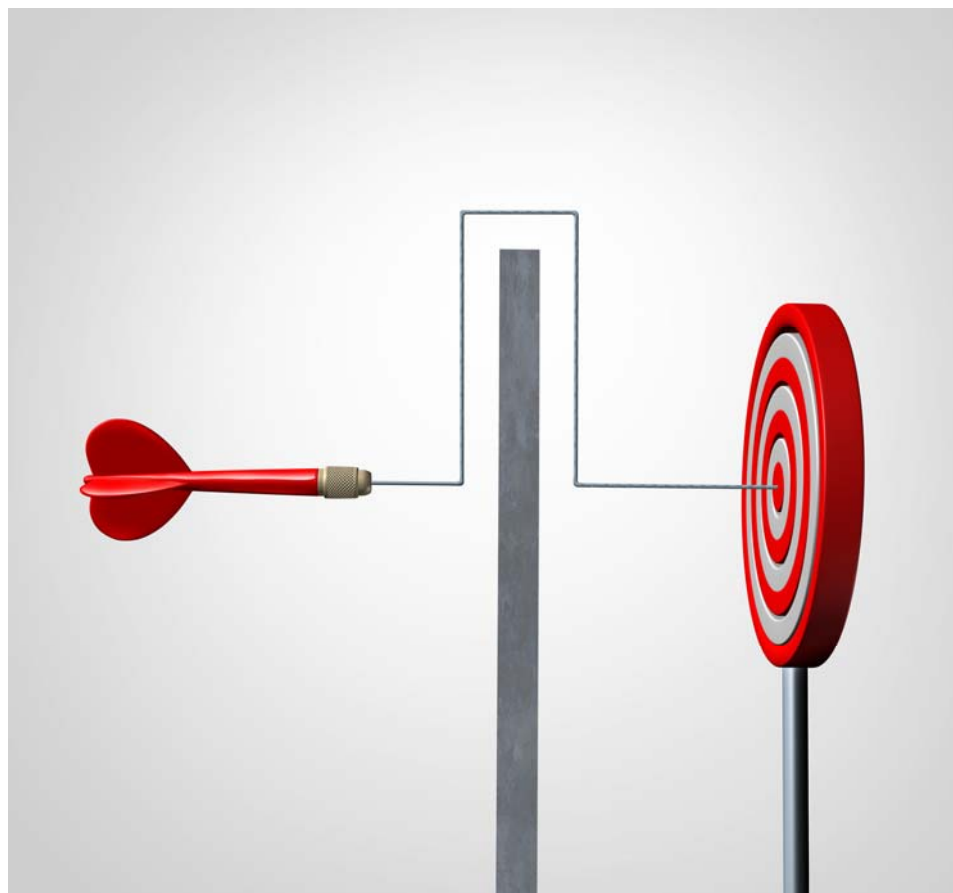


FIFO workers are seeking help in record numbers in Baldivis. Picture: The Sound Telegraph

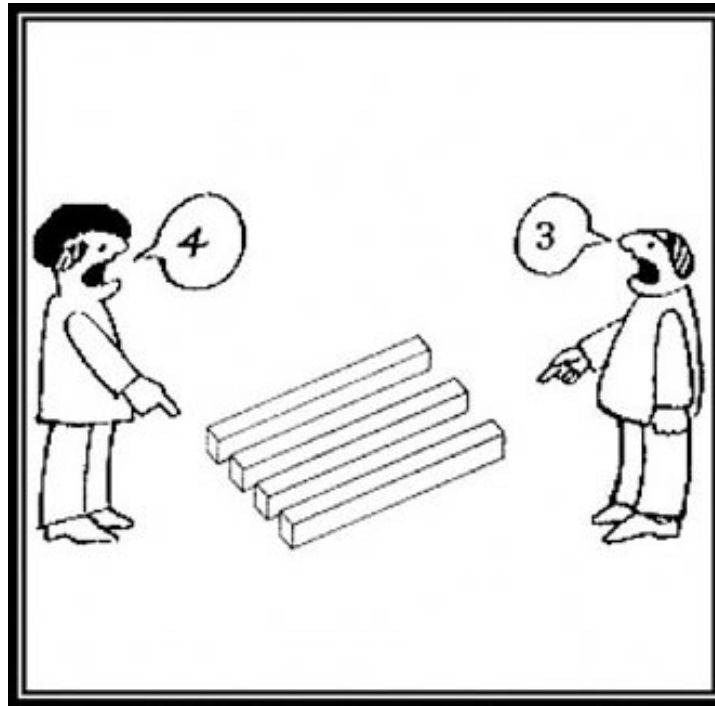
Every day thousands of Western Australians fly in and out of remote mining sites looking to make big dollars, but the "shocking" cost of that lifestyle is beginning to emerge in Baldivis.



Disruption... for healthy futures



Barriers... to healthy futures..





Current paradigms

The mental health crisis.

What can we do?

Work is so stressful.



Current paradigm meanings

The mental health crisis (...it's **too** big for me)

What can we do? (There is **nothing** we can do)

Work is so stressful (Work is **bad** for you)





Paradigm changes required

The mental health crisis – we have dealt with **lots** of other crises

What can we do? Adopt processes that **have worked** elsewhere

Work is so stressful. Adopt the **Health Benefits of Good Work**



IGNORING MENTAL HEALTH COSTS AUSTRALIAN BUSINESSES \$10.9 BILLION A YEAR.

Mental health has long been a subject business would rather keep under wraps. But, frankly, it's too costly to ignore. Particularly since every dollar spent on mental health provides an ROI of \$2.30. Happier staff aside, that's a boost in productivity too compelling to ignore.

Go to headsup.org.au to learn how to create a mentally healthy workplace.

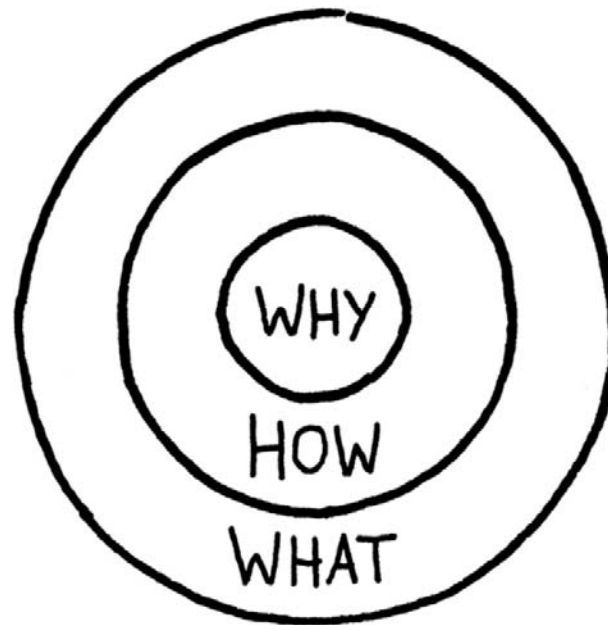
PWC 2013, 'A mentally healthy workplace: Return on Investment Analysis'

Heads ^{up}



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



© 2013 Simon Sinek, Inc.

What

Every organization on the planet knows WHAT they do. These are products they sell or the services they offer.

How

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

Why

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. It's a purpose, cause or belief. It's the very reason your organization exists.



The mental health crisis – we have dealt with lots of other crises

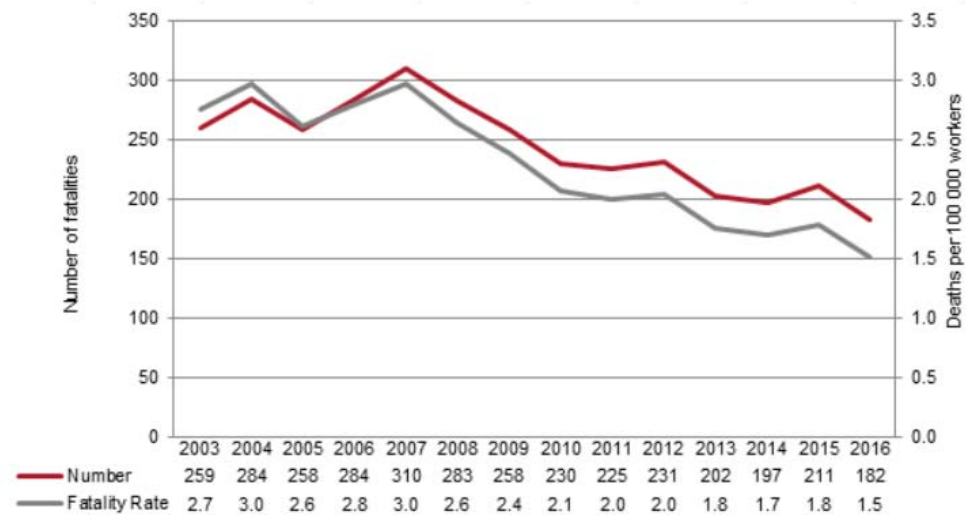
**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



The mental health crisis – we have dealt with lots of other crises

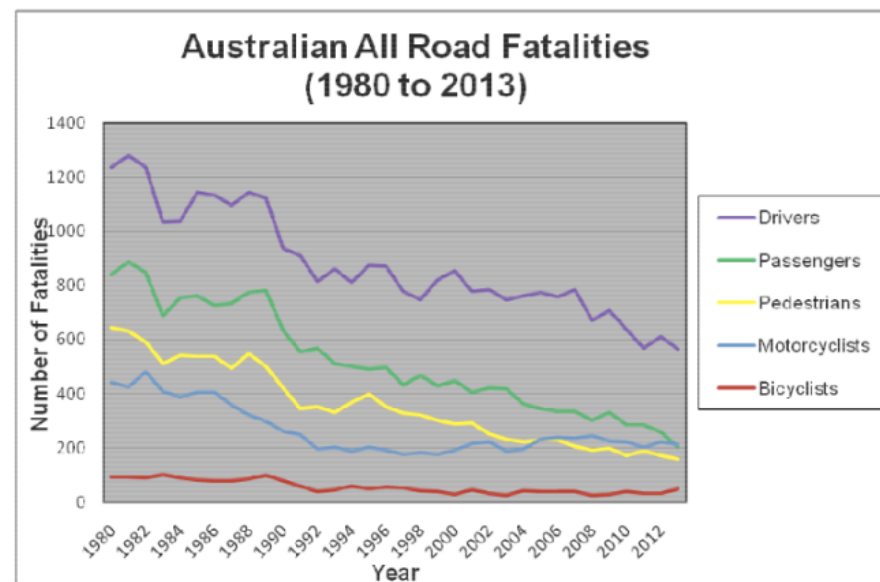
Figure 1: Worker fatalities: number of fatalities and fatality rate, 2003 to 2016





The mental health crisis – we have dealt with lots of other crises

Graph 3: All Road Fatalities for Australia (1980 to 2013):





Paradigm changes required

What can we do? Adopt processes that **have worked** elsewhere

**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



What can we do? Adopt processes that have worked elsewhere



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au





What can we do? Adopt processes that have worked elsewhere

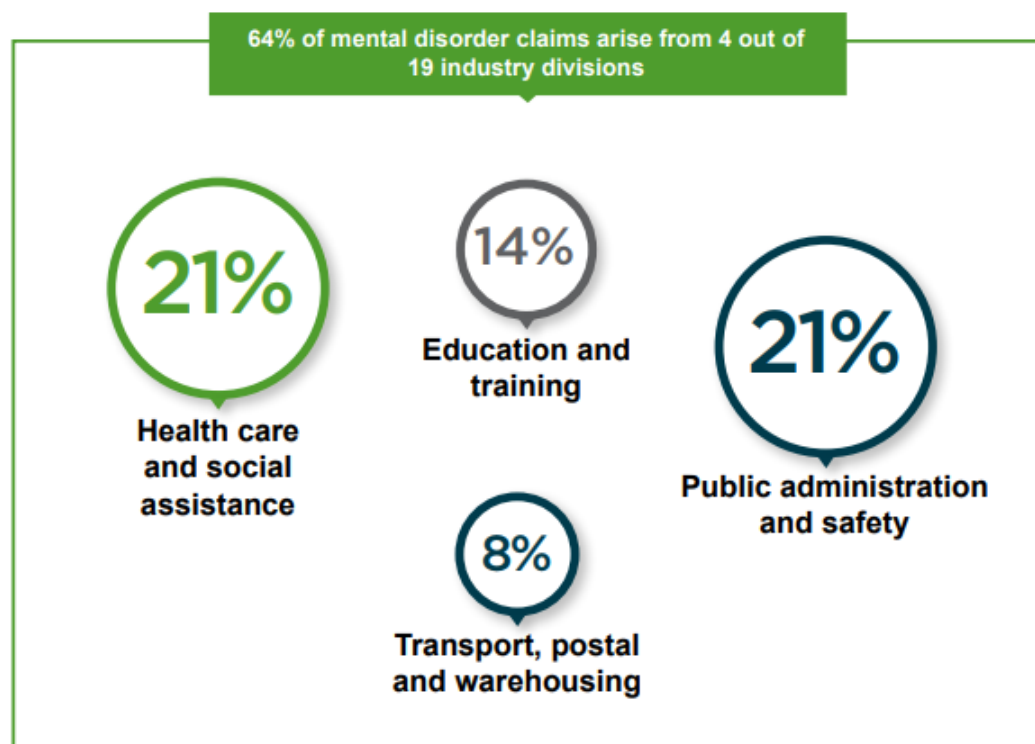


**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



What can we do? Adopt processes that have worked elsewhere





NATIONAL STUDY OF WELLBEING OF HOSPITAL DOCTORS IN IRELAND

Report on the 2014 National Survey
April 2017



Authors:

Blanaid Hayes MD FRCP FRCM
Gillian Walsh BSc
Lucia Prihodova MSc PhD



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



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

A/Prof Peter Connaughton, May 2017



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au

Heads up
Better mental health in the workplace



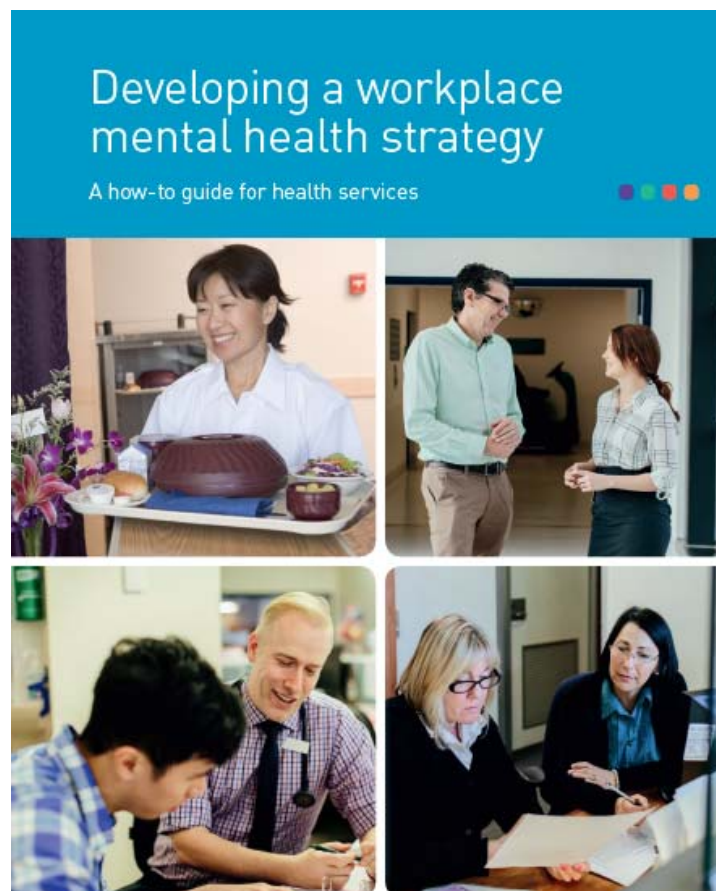


**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au

 **Mental Health Foundation**
mauri tu, mauri ora OF NEW ZEALAND
www.mentalhealth.org.nz

 **MINISTRY OF
HEALTH**
MANATU HAUORA



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au





People at Work survey: An assessment of psychosocial hazards in the workplace



**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



Paradigm changes required

Work is so stressful. Adopt the **Health Benefits of Good Work**

**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



RACP
Specialists. Together
EDUCATE ADVOCATE INNOVATE



Australasian Faculty of
Occupational and Environmental Medicine

Consensus Statement on the Health Benefits of Good Work

At the heart of this consensus statement on the health benefits of good work is a shared commitment to improve the health and wellbeing of individuals, families and communities.

Good work is engaging, fair, respectful and balances job demands, autonomy and job security. Good work accepts the importance of culture and traditional beliefs. It is characterised by safe and healthy work practices and it strikes a balance between the interests of individuals, employers and society. It requires effective change management, clear and realistic performance indicators, matches the work to the individual and uses transparent productivity metrics.

**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



What is good work?

Good Work: A safe, healthy, engaged and productive workforce... and makes a positive contribution to the health and wellbeing of the worker and those affected by the worker.



What is Good Work?



Position Statement | 2013

Good work is good for workers' health. The next step is to characterise what is meant by 'good work'. Broadening our understanding of workplace health and safety culture to include health and wellbeing and productive engagement in the workplace can result in significant benefits for the individual, employer and the community.

By identifying the characteristics of good work across the spectrum of work environments, this position statement aims to:

- ✓ Foster understanding;
- ✓ Promote recognition; and
- ✓ Enable intervention strategies and research to create more good work from which individuals and communities can benefit.

The four domains of good work

1. Engages and partners with *workers and suppliers*.
2. Engages with the *culture of the community* in which the work is performed.
3. Respects procedural *justice* and relational *fairness* – promotes civility and is intolerant of incivility, discrimination and bullying.
4. Appropriately *balances* job demands, job control, and job security.

An initiative of the RACP's Australasian Faculty of Occupational and Environmental Medicine (AFOEM), *Realising the Health Benefits of Work*, was launched in 2010 to raise awareness that good work improves health and wellbeing.

The *What is Good Work?* Position Statement is the third in a series exploring work and health and is supported by a companion Position Statement on *Improving Workforce Health and Workplace Productivity*.



What is good work?

Good work is a source of productive engagement, economic stability and personal interaction, all of which have a positive impact on recovery or managing an ongoing illness or disability.

With increasing awareness of the health benefits of work, it is important to recognise that not all work has a beneficial impact on health.

When work is good, the impact on the worker's life beyond work can be very significant.

For most individuals, the evidence is compelling: good work improves general health and wellbeing and reduces psychological distress.

The resilience that good work instils can be protective against other challenges the worker faces.

For instance, if someone is facing personal difficulties for reasons such as divorce, or related to the care of a child or ageing parent, their work can provide invaluable social connections and emotional support that they otherwise may not receive.



Improving Workforce Health and Workplace Productivity



Position Statement | 2013

Employers have much to gain from actively engaging with their workers, particularly in relation to organisational factors that impact employees' health and wellbeing.

The role of health in the workplace must be a fundamental principle on which to create and develop workplace culture.

The impact of the workplace on the worker

Underpinning a productive workplace is a healthy workplace culture.

A workplace with substandard organisational culture results in poor worker health and well-being. Poor worker health translates into a lack of worker engagement and productivity losses which have direct and indirect costs.

When workplaces embrace the health of employees as a fundamental principle, employee quality of life improves. There is a sense of support, mutuality, a place where they contribute and feel valued.

An organisational culture that supports the workers' health and wellbeing can have a significant impact on improving the health of workers and increasing worker engagement and productivity.

An initiative of the RACP's Australasian Faculty of Occupational and Environmental Medicine (AFOEM), *Realising the Health Benefits of Work*, was launched in 2010 to raise awareness that good work improves health and wellbeing.

The *Improving Workforce Health and Workplace Productivity* Position Statement is the third in a series exploring work and health and is supported by a companion Position Statement on *What is Good Work?*



The evidence is clear and undisputed: organisational characteristics affect the mental and physical health of workers. In this way the relationship between the organisation and the worker can be viewed as symbiotic. When both come together in a cooperative fashion, the result is a healthy and productive workplace.

Furthermore, leadership behaviours and management interaction are linked to employee behaviour in a 'feedback loop'. Managerial behaviour can cause or prevent workplace stress. High standards of leadership and management practice lead to higher standards of employee health and productivity, which in turn lead to higher standards of leadership. This is another iteration of the virtuous circle that develops through investment in workplace health and productivity. Empowering businesses to take actions that help keep their workers healthy and productive can help save billions of dollars and improve societal wellbeing.

**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



Thriving at work

The Stevenson / Farmer review
of mental health and employers

**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



Australian Health Benefits of Good Work Signatory Steering Group

MAKING IT HAPPEN



Harnessing the health benefits of good work

There is compelling evidence for organisations to embed integrated approaches for health and wellbeing into their business. Such integration has been shown to improve the health, participation and productivity of their employees with additional flow on benefits to the business.

How can we work together for the HBGW?

The RACP has launched the HBGW Consensus Statement which is our call to action. The consensus statement unites a wide range of stakeholders affirming the importance of good work as a determinant of health and productivity. Signatories to the statement are called upon to deliver approaches within their organisations and through the services they provide, to bring the HBGW to life.

Over 200 leading Australian organisations are signatories to the consensus statement and many proudly display the Charter of Principles at their workplaces.

**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au



Paradigm changes required

The mental health crisis – we have dealt with **lots** of other crises

What can we do? Adopt processes that **have worked** elsewhere

Work is so stressful. Adopt the **Health Benefits of Good Work**



"I'm afraid you've had a paradigm shift."

**RACP
CONGRESS
2018**
Sydney
14 – 16 May 2018

www.racpcongress.com.au