



Workplace *Wellness* Program

The landscaping industry predominantly employs males and whilst the stereotype of macho male ‘tradies’ being tough prevails, as an industry we can be a conduit for change. Your business productivity and bottom line will be affected by workers who may be struggling with mental health issues and you may not even be aware of it. Five out of seven suicides are men and the number of men with depression is 4.5 times the size of the grand final crowd at the MCG. **It’s time to man up; stop being ‘blokes’ and talk about it!**

Small landscape businesses are in the unique position due to close connections with their staff – working with them on a daily basis enables you to notice changes in behaviour or attitudes and allow you to ask the question – “Are you feeling OK?”

Larger landscaping operations may have a Human Resources manager or other personnel position and systems should be in place to have regular informal chats with staff, possibly by a supervisor to ensure you are doing what you can to assist your employees general wellbeing. It will pay dividends cementing your business as an “Employer of Choice”.

Mental Health

According to the World Health Organization, depression is the leading cause of disability worldwide. Common mental health conditions like depression and anxiety may be experienced by business managers or their staff, and can impact on business performance.

- Lost productivity (through days off work or not working at full capacity)
- Potential damage to relationships with clients or other staff

Check out this return on investment (roi) interactive tool which helps businesses to understand the importance of creating a mentally healthy workplace – choose construction industry from the drop down box and the size of your workforce.

www.headsup.org.au/creating-a-mentally-healthy-workplace/the-business-case/roi

and take a look at 10 things you can do to make your workplace mentally healthy [small businesses](#) & [medium/large businesses](#). And for more information visit learn.beyondblue-elearning.org.au/businessinmind/#/managing-mental-health-in-the-workplace/s2_7

Perhaps you’ve see the adverts on TV for “Man Therapy”. Visit their website to find some great tongue in cheek videos, mental health facts and a mind quiz to help you or your staff work through how they presently feel delivered by Davo the tradie to help you sort yourself out. <http://www.mantherapy.org.au/>

Your business could consider implementing the Beyond Blue National Workplace Program which focuses on how to recognise when a work colleague may be experiencing depression or anxiety, how to support someone to get help and good management strategies such as return-to-work plans and making adjustments in the workplace.

https://www.beyondblue.org.au/about-us/programs/workplace-and-workforce-program/programs-resources-and-tools/national-workplace-program#RW51_a1

Beyond Blue also offers Workplace Online a series of **free** online resources to raise awareness of depression and anxiety in the workplace and provide practical strategies to support individuals and promote mental health in the workplace.

Each resource:

- increases understanding of mental health issues in the workplace
- presents evidence-based information in an engaging, interactive and succinct way
- includes activities that allow users to observe, reflect and learn about mental health issues in the workplace
- takes up to 20 minutes to complete
- can be used on smart phones, tablets, laptops and desktop computers.

Access the **free** program at <https://www.beyondblue.org.au/about-us/programs/workplace-and-workforce-program/programs-resources-and-tools/workplace-online>

Assistance for your staff is also available on line at <http://www.mantherapy.org.au/man-therapies/online-therapies>

Psychosocial Risks

Some of your workers may be feeling stressed or under pressure simply because of the modern workday environment. This work related stress and the risks ('psychosocial' risks) such as bullying, occupational violence and fatigue that cause it, can have a profound impact on employers, employees, their colleagues and families.

Under current WHS legislation employers and managers have a responsibility to ensure (amongst other things) employees' psychosocial safety whilst at work. Psychosocial risks include bullying, harassment, occupational violence, unreasonable job demands, job control/autonomy and job insecurity.

To understand more about this topic and an example of 5 steps your business can consider when establishing a risk management process to prevent and respond to psychosocial risks take a look at this [factsheet](#).

And finally, if you are interested in attending a **Mental Health in the Workplace** Seminar by DibbsBarker next **Thursday 10th September** 4:00 PM - 6:30 PM you can contact them on **3100 5075** to RSVP by 7th September.

This seminar will focus on the legal risks involved in managing ill and injured employees in the workplace with specific reference to mental health issues, management strategies including developing and implementing a wellness strategy, communication techniques, performance management and termination. We will discuss case studies and provide practical guidance.

The agenda for the evening is:

4:00 Registration

4:15 Seminar

5:15 Networking drinks & canapes

6:30 Event concludes

As the warmer weather is finally here, in our next edition we will focus on being sun safe at work which is a major WHS risk for our industry

Parts of this information were taken from

<http://www.headsup.org.au/creating-a-mentally-healthy-workplace>

<https://www.beyondblue.org.au/>

<http://www.mantherapy.org.au/davos-mantherapy>

More information can be found at: <http://www.landscapequeensland.com.au/healthier-happier-workplaces>

Landscape Queensland is working with Workplace Health and Safety Queensland on a Healthy Workers Initiative as part of the Queensland Government's Healthier.Happier.Workplaces.Initiative.

Healthier. Happier. Workplaces