

Managing Mental Ill Health in the Workplace

iHR AUSTRALIA'S SIGNATURE METHODOLOGY - WORKPLACE REALITY THEATRE

iHR Australia's training utilises a unique methodology 'Workplace Reality Theatre' whereby professional actors re-enact real-life workplace situations. These re-enactments can be tailored to suit your work environment, culture and specific issues ensuring relevance to the target audience. The use of storytelling and role plays provides an engaging and interactive experience for participants to actively identify and discuss the implications of workplace behaviour and management style, building the competence and confidence of participants long after the training room.

OVERVIEW

This program will provide a highly engaging and dynamic experience to build knowledge and skills in managing mental ill health in the workplace, at a strategic level. Our Psychologist and acting team, will bring real situations to life and provide practical approaches for dealing with issues.

CONTENTS

- **What is mental ill health?**
Identify and discuss the differences between mental health and mental ill health, mental health statistics for Australia, our mental health industry framework and common indicators of mental ill health.
- **What are the individual and organisational risk factors?**
Identify organisational and individual biopsychosocial risk factors which can lead to the development or exacerbation of mental ill health.
- **What are the legislative-driven obligations of the employer and employee?**
Understand your legal and ethical obligations towards employees with a mental health condition. Understand the employees' legal obligation around disclosure of a mental health condition.
- **How can I best support an employee who is thinking about disclosing to their manager?**
Establish and implement structured tools and techniques that will support the employee to prepare for their conversation with their line manager.
- **How I can best support a manager who needs to respond to an employee who may have a mental health condition underlying performance or conduct concerns?**
Establish and implement structured tools and techniques that will support the manager to prepare for their conversation with an employee in their team.
- **What do I need to be aware of when managing cases which involve mental ill health, from a strategic level?**
Review Australian legal case studies about the strategic management of mental ill health cases in the workplace. Learn about the rationale behind the legal decisions made by relevant bodies, such as the Fair Work Commission and ComCare.
- **Has anyone else experienced this?**
Participate in a discussion, facilitated by our psychologist. Gain valuable insight by discussing issues, challenges and shared experiences faced by workshop participants.
- **Can I have a go?**
Practice coaching employees and managers to engage in an effective and compassionate disclosure conversation.
- **Where do I go from here?**
Plan to implement the learnings gained through participation in this workshop, with a group of peers. Identify further support services and resources.

LEARNING OUTCOMES

- Understand and comply with relevant legislative requirements;
- Identify the indicators of a current period of mental ill health;
- Identify the workplace risk factors which may lead to the development of or exacerbate a mental health condition;
- Identify reasonable adjustments to the employees' role;
- Support employees to prepare to have a disclosure conversation with their line manager;
- Support managers to apply relevant early intervention and performance management strategies;
- Support managers to plan, initiate and conduct a conversation with an employee who may be experiencing mental ill health;
- Review existing HR/WH&S/OH&S practices and strengthen practices as needed; and
- Identify post-workshop support and resources.



DESIGNED FOR:
HR, WH&S and OH&S
Practitioners and Senior
Managers



MAXIMUM PARTICIPANTS:
14 participants per session



PROGRAM LENGTH:
Full day

DELIVERY OPTIONS:

IN-HOUSE TRAINING: This program can be delivered in your workplace, and use your organisation's policies, procedures and values. The program can also be modified to suit your individual needs.

PUBLIC TRAINING: This program is available publicly. Check our website for dates and locations.

ONLINE LEARNING: An interactive and animated eLearning version of this training category is also available.