

THE BUSINESS CASE

for investing in mental
health and wellbeing

The evidence is in....the statistics on mental health are difficult to ignore and should be enough to make any manager sit up and take notice. Mental illness is now the leading cause of sickness absence and long term work incapacity in most developed countries.

DID YOU KNOW?

1

An estimated 1 in 6 people of Australia's working population are experiencing a mental illness at any one point in time

2

The most common mental illnesses

- Anxiety 14%
- Depression 6%
- Substance Abuse 5%

3

Suicide is the leading cause of death for 15-24 year olds

- Men account for 70% of all suicides

4

Psychological injury claims are steadily increasing and incur the largest proportion of expense in relation to compensation claims

It is therefore highly likely that at some point in your career you will employ or work with someone who has a mental health condition - whether you know it or not.

WOULD YOU KNOW IF MENTAL HEALTH WAS AN ISSUE IN YOUR BUSINESS?

Recent research shows:

69% of people are uncomfortable disclosing a mental illness to their employer

35% would never disclose a mental illness to their employer

48% of people who have taken time off due to mental illness did not disclose the reason to anybody in their workplace

65% of people with a mental illness do not access treatment



WHAT'S IT COSTING YOUR BUSINESS?

The cost of unmanaged mental health conditions is costing businesses \$11 billion per year in Australia and up to a staggering \$113 billion per year in America due to:

- Absenteeism
- Low productivity
- Compensation claims
- Presenteeism (an employees physical presence at work whilst being psychologically disengaged and unproductive)

These figures do not include flow on effects and costs such as increased staff turnover, and effects on company morale and culture. Have you stopped to think how much unmanaged mental health conditions are costing your business?

Whether, you are a small, medium or large multinational global business, the effects of unmanaged mental health conditions on your business are the same and they all impact your bottom line. Research shows that the majority of mental illnesses seen in the workforce are treatable, and possibly even preventable. Therefore, ensuring your leaders and employees have developed the knowledge and skills to manage mental health conditions in the workplace is essential for you, your team and your business.

WHY IT MAKES GOOD BUSINESS SENSE?

Investing in mental health and wellbeing initiatives makes good economical and business sense – here's nine reasons why:

- 1 Recent analysis suggests an ROI of up to \$15 for every \$1 spent mental health initiatives
- 2 As an employer, you meet your legal and moral obligations
- 3 You create happier employees
- 4 You increase productivity and engagement
- 5 You reduce absenteeism, staff turn over and worker's compensation claims
- 6 You lower the insurance costs for your organisation
- 7 You reduce incident costs
- 8 Your organisation attracts and maintains talent, becoming an employer of choice
- 9 You improve your bottom line results

Never before has the evidence been so strong for investing in the mental health and wellbeing of your employees.

"People with mental illness are, and continue to be, very important parts of the workforce and the vast majority of people with a mental illness function very effectively most of the time."

*Professor David Castle
Head of Psychiatry, St Vincent's Hospital, Melbourne*

WHERE DO I START?

One of the first steps in creating a mentally healthy workplace is to create awareness and reduce the stigma associated with mental health. This can be achieved by providing your leaders and employees with training in mental health and wellbeing.

Mental health training equips your workforce with the knowledge and skills to proactively manage and respond effectively and appropriately to mental health issues in the workplace.



eLEARNING - AN EASY AND AFFORDABLE SOLUTION

In the current economy, face-to-face mental health and wellbeing training is fast becoming cost prohibitive. The Mental Health Project has revolutionised the way that mental health and wellbeing training is delivered through evidence based, high impact, innovative, interactive and engaging eLearning courses and resources for the workplace. Taking a preventative and proactive approach, we offer you an easy, low cost and time effective way to meet your mental health and wellbeing training needs.

eLearning courses have been found to be particularly suitable for mental health education providing a confidential and private learning environment on this often sensitive and confronting topic.

KEY BENEFITS OF MENTAL HEALTH eLEARNING

Lower Training Costs

Each time the eLearning course is accessed your return on investment increases as you are dividing the fixed purchase costs by the number of uses. Additional savings are also made through decreased travel, accommodation, reduced physical materials and room/equipment hire, and facilitator costs.

Reduced Time Investment

Reduced down time combined with anytime anywhere access, gives you a flexible and efficient training option for educating your busy workforce in mental health. No need for scheduling employees to physically attend training events, they will simply receive an invitation via email to complete the eLearning course.

Increased Productivity

Because elearning is not bound by geography or time, you can control your training's impact on productivity by training people during down times.

Standardisation

You may have a great facilitator, but that's no guarantee that the courses are presented the same across sessions. eLearning allows you to create a standardised process and consistency in the delivery of content. It also compresses delivery time.



Management and Tracking

The Learning Management System on which the eLearning course is hosted allows you to report, track and manage your training at the click of button across your organisation, multiple sites or even multiple organisations.

Multiple Uses

You can use our eLearning courses as a replacement for face-to-face training, for your inductions, as an annual refresher, or for your remote or adhoc mental health and wellbeing training needs.

It's Good for the Environment

Britain's Open University's study found that producing and providing distance learning courses consumes an average of 90% less energy and produces 85% fewer CO2 emissions per student than conventional face-to-face courses.

THE MENTAL HEALTH PROJECT

We are the world's first company dedicated to digital solutions for mental health and wellbeing in the workplace. The Mental Health Project is revolutionising the way that mental health and wellbeing training is delivered. We provide organisations globally with a proactive and preventative approach to mental health and wellbeing through evidence based, high impact, innovative, and engaging eLearning courses and support resources. Nothing inspires us more than helping you create a mentally happier and healthier workplace.

If you like what you have read and are interested in finding out more we would love to hear from you to find out how we can help you with your mental health and wellbeing eLearning requirements. Connect with us via phone or email and we can discuss your needs further and provide you with a no cost initial consultation and course demonstration either at your office or online

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Inspired mental health
& wellbeing elearning