

Aon Hewitt's mental health awareness program

The number of people suffering mental health conditions in Australia is increasing. The most recent National Survey of Mental Health and Wellbeing found that one in five Australians experience a mental health episode each year, with only one third of those seeking help¹.

Modifiable lifestyle conditions, including stress and some other workplace mental health conditions, can seriously impact an organisations bottom line.

Nationally, stress related presenteeism and absenteeism costs Australian employers \$10.11 billion per year, and an individual with untreated depression can cost their organisation on average \$9,660 annually².

Cutting the cost of mental health conditions

Most workplace mental health conditions are treatable and in many cases preventative behaviours can be identified. The costs associated with these conditions can therefore be significantly reduced with a holistic wellness approach.

Aon Hewitt's Mental Health Awareness Program assists organisations in proactively managing and mitigating the risk associated with workplace mental health and stress conditions. Our program assists by:

- raising awareness around common mental health conditions in the workplace
- working to eliminate stigma associated with these condition to encourage individuals to seek help
- identifying signs and symptoms

- providing education on treatment options and how to access them
- integrating your internal resources to offer support and assistance.

Our approach

Aon Hewitt offers a three tiered package approach to managing workplace mental health and increasing productivity in your workplace. Each package aims to provide practical advice that can be effectively assimilated into your workplace health and wellness program.

Who should attend?

All three packages are designed to benefit at all levels within an organisation including:

- HR managers
- OHS managers
- Executive and middle managers
- Employees

The aim is to create a broad network of trained mental health first aid officers who can provide support to the rest of the organisation.

1 Australian Bureau of Statistics (2007). National Survey of Mental Health and Wellbeing: Summary of Results. ABS Cat No. 4326.0. Canberra: ABS.

2 Medibank Private. (2005). The Health of Australia's Workforce.



Package 1 – Introduction to Mental Health Awareness

This half day workshop covers the top three mental health conditions affecting Australian workplaces:

- Occupational stress
- Depression
- Anxiety

The workshop provides education on the common signs and symptoms of these conditions and advice on intervention.

Package 2 – Certificate in Mental Health First Aid

The standard Mental Health First Aid certificate teaches participants how to assist someone developing a mental health problem or in a mental health crisis.

Developing mental health problems covered

- Depression
- Psychosis
- Anxiety
- Substance misuse

Mental health crises covered

- Suicidal thoughts and behaviours
- Non-suicidal self injury
- Panic attacks
- Traumatic events
- Severe psychotic states
- Acute effects of alcohol or drug misuse
- Aggressive behaviours

Participants will learn the signs and symptoms of these conditions and where and how to get help, with a focus on improving mental health literacy and reducing stigma.

This package is delivered in a flexible 12 hour format via 4x three hour modules.

All participants will receive a Certificate in Mental Health First Aid.

Package 3 – Complete Mental Health Awareness package

This package provides organisations with a complete intervention education program including:

- 2x Introduction to Mental Health Awareness workshops (Package 1)
- 2x Certificate in Mental Health First aid (Package 2)
- Expert assistance in developing mental health awareness guidelines
- Assimilated intervention and support resources that include your EAP and OHS programs
- Identification and linkages to external support and treatment resources.

Our most comprehensive package offers you assistance in re-engineering your workplace policies to manage and mitigate the risks and costs associated with workplace mental health and stress conditions.

All courses are delivered on site at your workplace.
We can tailor solutions to your requirements upon request.