

# BLUEPRINT FOR MENTAL HEALTH AND WELLBEING

# 1.0 INTRODUCTION

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The NSW Minerals Council is committed to providing industry-wide guidance on promoting mental health and wellbeing, and addressing mental ill-health.

In 2012 the NSW Minerals Council commissioned the University of Newcastle and the Hunter Institute of Mental Health to prepare the report *Mental Health and the NSW Minerals Industry*. The report provided a snapshot into the impact of mental ill-health on mining:

- Data on mental health needs within the mining industry are limited. However, people working in the mining industry are drawn from the broader Australian community, and based on Australian figures, it is estimated that between 8,000 to 10,000 employees are likely to experience a common mental illness such as anxiety, depression or substance use disorders over a 12 month period
- It is estimated that people from across all mining employment categories are affected, from managers and professionals through to machinery operators and drivers
- Estimated costs to the industry, including lowered productivity, are between \$320 million to \$450 million per year or around \$300,000 to \$400,000 for an average mine of 170 people.

Following this report, the NSW Minerals Council in conjunction with the Newcastle Institute for Energy and Resources (NIER), the University of Newcastle and the Hunter Institute of Mental Health hosted a workshop for senior mine safety representatives, health professionals and researchers to develop a *Blueprint for Mental Health and Wellbeing* for use within the State's mining sector. The outcomes from the workshop are detailed in *Mental Health in the NSW Minerals Industry: Workshop Report*.

## 1.1 Key Terms

The following terms are used in the Blueprint. The following definitions will support the understanding of this document, its strategies and recommended activities.

### Mental health

Mental health is a positive concept related to the social and emotional wellbeing of individuals and communities. The concept is culturally defined, but generally relates to the enjoyment of life, ability to cope with stresses and sadness, the fulfilment of goals and potential, and a sense of connection to others.

### Mental ill-health

The term 'mental ill-health' is used when referring to a spectrum of problems that interfere with an individual's cognitive, social and emotional abilities. This term encompasses both 'mental health problems' and 'mental illnesses'.

### Mental illness or mental disorder

is a clinically diagnosable illness that significantly interferes with an individual's cognitive, emotional or social abilities.

A **mental health problem** also interferes with a person's cognitive, emotional or social abilities, but may not meet the criteria for a diagnosed mental illness.

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## 1.2 About the Blueprint

The Blueprint articulates the commitment of the NSW Minerals Council and describes actions which our members, mines and our health partners may take to improve the mental health and well being of employees. The NSW Minerals Council is committed to promoting the Blueprint and will monitor its impact over the next five years.

The *NSW Minerals Council Blueprint for Mental Health and Wellbeing* provides a high level guide for addressing the mental health and wellbeing of employees in the NSW Minerals Industry.

It aims to provide guidance to the industry as a whole and to individual mines to:

- Promote mental health
- Prevent mental ill-health
- Build capacity and culture in the industry to effectively address mental health and mental ill-health in the workplace
- Respond early and effectively to reduce the impact of mental ill-health on people working in mining and their families
- Create new knowledge through research into mental health and mental ill-health in the industry.

The Blueprint was developed in consultation with representatives from mines in NSW who participated in a workshop to guide the strategies. The document identifies the key activities for consideration by the industry and by mines. A plan which outlines the key actions to progress the Blueprint is described in Section 3. Resources which support the document are outlined in Appendix 1.

## 1.3 What will success look like?

### For the Industry

- Increased investment in the mental health and wellbeing of their workforce and community
- Increased understanding of the extent of mental ill-health, factors that contribute to mental ill-health and the impact that mental ill-health has on individuals, families, the workplace and the industry as a whole
- Development of industry-wide guidance for improving mental health and addressing mental ill-health.

### For mines

- Provision of information and the development of employee skills, with approaches tailored to the needs of the mining industry
- Management commitment to:
  - promoting mental health and wellbeing
  - preventing mental ill-health implementing programs that promote early identification and intervention for mental ill-health
  - supporting employees with mental ill-health
  - addressing workplace factors that may affect the mental health of employees.
- Supervisors trained in recognising and supporting people experiencing mental ill-health
- Policy that supports the mental health and wellbeing of all employees.

### For Employees

- Increased awareness of mental health and mental ill-health
- Increased awareness of support services available and more favourable attitudes to seeking help when needed
- Positive attitudes to their own and others mental health and wellbeing
- Support for workers experiencing mental ill-health who stay at work or return to work.

# 1.0 INTRODUCTION

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## 1.4 Principles Guiding the Blueprint

The following principles guided the development of the Blueprint. Decisions regarding approaches in the industry and in mines may be guided by these principles:

- The industry is committed to maximising employee and community mental health and wellbeing
- Strategies aim to build the capacity of industry to promote mental health, prevent and respond early and effectively to mental ill-health in the workplace
- The culture of the industry will demonstrate support for mental health, and proactive and appropriate responses to mental ill-health
- The industry is committed to building knowledge about mental health and mental ill-health in mining.

## 1.5 Structure of the Blueprint

The *NSW Minerals Council Blueprint for Mental Health and Wellbeing* is divided into three sections:

### Section 1

- A background to development

### Section 2

- A conceptual overview, including directions and targets, and a summary of activities

### Section 3

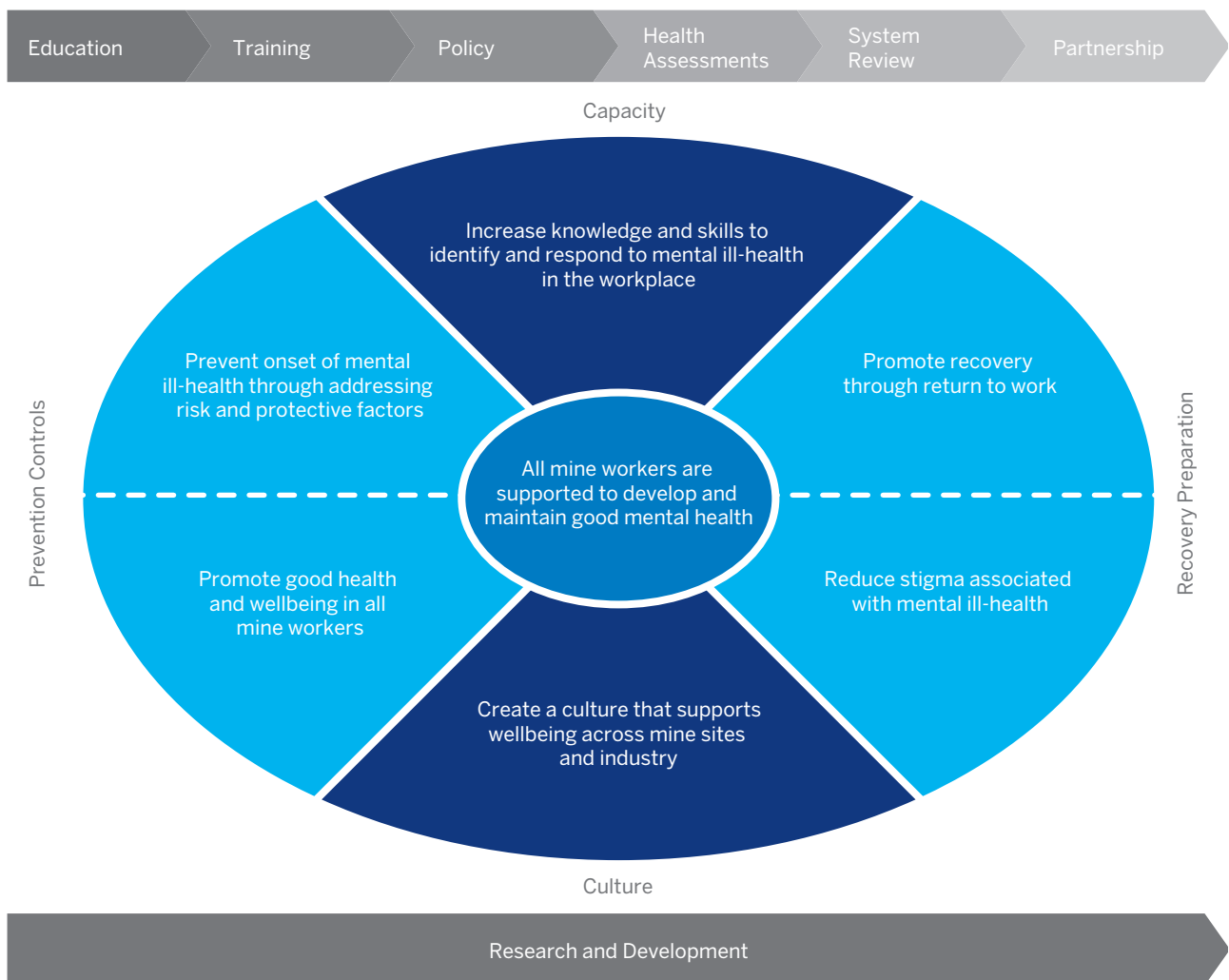
- An action plan to guide implementation

# 2.0 OVERVIEW

## Blueprint Vision

The NSW Minerals Industry is committed to supporting the mental health and wellbeing of mining employees and communities

## Blueprint Overview



## 2.0 OVERVIEW

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### 2.1 Blueprint Directions

#### Blueprint Directions and Targets

Key Directions	Targets
<b>Prevention</b>	
Promote good health and wellbeing in all mine workers	Industry-tailored mental health promotion activities developed, implemented and evaluated.
Prevent onset of mental ill-health through addressing risk and protective factors	Workplace risk and protective factors identified and targeted programs initiated and evaluated.
<b>Capacity and Culture</b>	
Develop knowledge and skills to identify and respond to mental ill-health in the workplace	Tailored strategies that increase skills and capacity levels of management and supervisory staff, relevant to their workplace roles and staffing profiles, implemented and evaluated.  Referral pathways between the workplace and health providers established and/or enhanced.
Create a culture that supports wellbeing across sites and industry	Implement mental health literacy and other programs that address the role of peers, workplace and culture.
<b>Recovery</b>	
Promote recovery through return to work	Implement evidence-based return to work practices for staff with a mental illness.
Reduce stigma associated with mental ill-health	Identify and implement stigma reduction strategies relevant to the mining industry and employee profile.
<b>Research</b>	
Undertake research in mental health in the Minerals industry	Research and evaluation in place for new initiatives across all key directions with at least one project under each direction.

## 2.2 Scope of Activities

The following table provides an overview of activities which may be undertaken by industry members to support the implementation of the Blueprint. Examples of specific actions for each of the activity areas are identified in Section 3 of the Action Plan.

Activities	Scope of activities
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>• Workplace education programs that promote good mental health and address specific risk factors for mental ill-health for workers and their families.</li> <li>• Supervisor and manager training that support early recognition and early intervention for mental ill-health.</li> <li>• Education and training to build capacity of staff to effectively support people in the workplace who are experiencing mental ill-health.</li> </ul>
<b>Policy Support</b>	<ul style="list-style-type: none"> <li>• Policy statement on promoting mental health, preventing mental ill-health and supporting those experiencing mental ill-health to stay at or return to work.</li> <li>• Human Resources (HR) policies that support the mental health and wellbeing of staff.</li> <li>• Occupational Health and Safety (OH&amp;S) policies that include a focus on mental health and wellbeing.</li> </ul>
<b>Systems Review</b>	<ul style="list-style-type: none"> <li>• Review of HR and recruitment processes to identify current opportunities and challenges to address risk and protective factors for mental ill-health.</li> <li>• Review of existing support systems, including Employment Assistance Program (EAP), to support industry approach to intervening early and effectively to mental ill-health.</li> <li>• Review OH&amp;S systems to ensure support for people experiencing mental ill-health stay at or return to work.</li> </ul>
<b>Health Assessment</b>	<ul style="list-style-type: none"> <li>• Assessment of environmental and personal risk factors for mental ill-health.</li> <li>• Increase mental health skills among health personnel working across the minerals industry.</li> <li>• Promote integration of mental health-related components within general health assessment and workplace health and safety programs.</li> <li>• Promote inclusion of mental health assessments as part of all return to work programs.</li> </ul>
<b>Partnerships</b>	<ul style="list-style-type: none"> <li>• Links with existing programs and organisations that can support the development of mental health promotion messages and strategies for the minerals industry.</li> <li>• Engagement with relevant community agencies and services to address key risk factors.</li> <li>• Resource sharing across the industry relating to effective strategies for addressing mental health and mental ill-health.</li> <li>• Formal linkages with health service providers and jointly developed pathways to health care for employees and their families.</li> <li>• Partnerships between industry and research institutions to build the evidence base for effective strategies.</li> </ul>
<b>Research and Development</b>	<ul style="list-style-type: none"> <li>• Increase understanding about the prevalence and impact of mental ill-health across the minerals industry.</li> <li>• Develop an evidence-base for effective mental health programs in the minerals industry.</li> </ul>

# 3.0 ACTION PLAN

This action plan details examples of specific actions the industry, its members and specific mine sites may undertake in support of the blueprint.

(Note: specific milestones subject to consultation with industry)

Action	Key Milestones
<b>3.1 Activity Area: Education and Training</b>	
<p>Develop and implement education programs in mine sites which:</p> <ul style="list-style-type: none"> <li>increase understanding of positive mental health and wellbeing</li> <li>address the importance of good physical health</li> <li>address culture (including 'macho' culture), and the stigma that exists about mental ill-health</li> <li>are tailored to specific industry groups.</li> </ul>	<ul style="list-style-type: none"> <li>Education programs trialled in one site.</li> <li>Education programs finalised for dissemination.</li> <li>Education programs implemented across mine sites.</li> </ul>
<p>Develop and implement workplace education programs in individual mines which address specific risk factors for employees in the mining industry with a focus on:</p> <ul style="list-style-type: none"> <li>financial management</li> <li>relationship breakdown</li> <li>isolation and disconnection – both geographic and workplace related</li> <li>use of alcohol</li> </ul>	<ul style="list-style-type: none"> <li>Education programs trialled in one site.</li> <li>Education programs finalised for dissemination.</li> <li>Education programs implemented across mine sites.</li> </ul>
<p>Develop and implement training programs for supervisors and managers in:</p> <ul style="list-style-type: none"> <li>strategies to promote mental health</li> <li>Strategies to identify and effectively address risk factors</li> <li>behaviours that may indicate mental ill-health including presenteeism, absenteeism, poor performance</li> <li>identifying risks for mental ill-health including: employees experiencing a relationship breakdown, employees experiencing major life events, people returning to work after an injury or illness, shift workers or those away from their families</li> <li>referral pathways for people identified as being at high risk</li> </ul>	<ul style="list-style-type: none"> <li>Training programs trialled in one site.</li> <li>Training programs finalised for dissemination.</li> <li>Training programs implemented across mine sites.</li> </ul>
<b>3.2 Activity Area: Policy Support</b>	
<p>Develop and disseminate policy statement on promoting mental health, preventing mental ill-health and supporting those with a mental ill-health to stay at or return to work.</p>	<ul style="list-style-type: none"> <li>Blueprint developed and disseminated to industry and mine sites.</li> </ul>
<b>3.3 Systems Review</b>	
<p>Review approaches to occupational health and safety, including return to work programs, to ensure relevance and appropriateness for people with mental ill-health.</p>	<ul style="list-style-type: none"> <li>Review of OH&amp;S approaches conducted.</li> </ul>



Action	Key Milestones
Develop and disseminate guidelines for return to work programs for people with mental ill-health.	<ul style="list-style-type: none"> <li>Guidelines addressing mental health and mental ill-health developed and disseminated.</li> </ul>
Review EAP systems to identify better ways of providing support, so individuals will access services earlier with risk factors and problems rather than waiting for a crisis.	<ul style="list-style-type: none"> <li>Review of EAP conducted.</li> </ul>
Review employment and HR processes to ensure best matching people to specific jobs.	<ul style="list-style-type: none"> <li>Mine site review of staff orientation processes.</li> <li>Review of recruitment, management and supervision processes to ensure best matching.</li> </ul>
<b>3.4 Health Assessment</b>	
Include assessment of mental health risk factors as a standard part of health reviews.	<ul style="list-style-type: none"> <li>Increase the proportion of employees who participate in assessments of risk factors for mental ill-health as part of routine health checks.</li> </ul>
Promote importance of assessment of mental health risk factors as a standard part of health reviews.	
<b>3.5 Partnerships</b>	
Strengthen relationships between the minerals industry and health and mental health agencies by: <ul style="list-style-type: none"> <li>improving stakeholder roles in return to work</li> <li>linking existing resources to the mine site – health, social and community resources</li> </ul>	<ul style="list-style-type: none"> <li>Establish a Mining and Mental Health Network of industry and health stakeholders.</li> <li>Local service networks focusing on tailored mental health programs for the local mining enterprises.</li> </ul>
<b>3.6 Research and Development</b>	
Identify the extent of mental health and mental ill-health, its impacts and contributory factors in the industry.	<ul style="list-style-type: none"> <li>Prevalence Study undertaken in industry.</li> </ul>
Identify the most effective approaches to addressing mental health in the industry.	<ul style="list-style-type: none"> <li>Intervention trial undertaken in industry with recommendations for effective strategies.</li> </ul>
Disseminate research about the most effective approaches to addressing mental health across the industry.	<ul style="list-style-type: none"> <li>Papers published on prevalence and wwinterervention trials.</li> </ul>
Develop mechanisms for sharing resources and approaches to mental health and mental ill-health across the industry.	<ul style="list-style-type: none"> <li>Web resource sharing provided.</li> </ul>

# 4.0 APPENDIX 1: RESOURCE SUPPORT

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## Support and advice for mental health issues

### Lifeline

[www.lifeline.org.au](http://www.lifeline.org.au)  
131114

Lifeline provides access to crisis support, suicide prevention and mental health support services.

### MensLine Australia

[www.mensline.org.au](http://www.mensline.org.au)  
1300 789 978

MensLine Australia offers a professional telephone and online support, information and referral service for men with family and relationship concerns.

### Suicide Call Back Service

[www.suicidecallbackservice.org.au](http://www.suicidecallbackservice.org.au)  
1300 659 467

The Suicide Call Back Service provides free nationwide telephone and online counselling to anyone 15 years and over who has been affected by suicide.

### beyondblue

[www.beyondblue.org.au](http://www.beyondblue.org.au)  
1300 224 636

beyondblue offer a national support service that provides professional counselling for anyone who needs someone to talk to. This support is available by the telephone, an online chat server and via email.

### Mind health connect

[www.mindhealthconnect.org.au](http://www.mindhealthconnect.org.au)

The mindhealthconnect website aggregates mental health resources and content from Australia's leading health focused organisations. The site offers a range of mental health resources and is a portal for various online and phone-based support services.

## Organisations that can support workplaces

### Hunter Institute of Mental Health

The Hunter Institute of Mental Health is a national leader in promotion of mental health and wellbeing, prevention of mental ill-health and prevention of suicide. They have developed and run a number of programs that build the capacity of individuals, communities and workplaces to be involved in mental health and suicide prevention. They have been working closely with the NSW Minerals Council to provide advice on interventions and initiatives relevant to the mining and minerals industry.

### beyondblue

[www.beyondblue.org.au](http://www.beyondblue.org.au)

beyondblue provides a national focus and leadership to increase the capacity of the broader Australian community to prevent depression and anxiety and respond effectively to it. They provide a national workplace program, which includes a suite of online and face-to-face resources for workplaces.

### Black Dog Institute

[www.blackdoginstitute.org.au](http://www.blackdoginstitute.org.au)

The Black Dog Institute is dedicated to improving the lives of people affected by mood disorders through translational research, clinical expertise and national education programs, including a workplace mental health and wellbeing program.

### SANE Australia

[www.sane.org](http://www.sane.org)

SANE Australia is a national charity helping all Australians affected by mental illness lead a better life through campaigning, education and research. The organisation runs a program known as Mindful

Employer which is an online and face-to-face workplace mental health training program offered to Australian businesses.

### MATES in Construction

[www.matesinconstruction.com.au](http://www.matesinconstruction.com.au)

MATES in Construction help to deliver better mental health and wellbeing outcomes for construction workers. The program aims to de-stigmatise mental health and wellbeing issues, and to encourage help seeking for a range of issues, not just those that pertain to suicide.

### The Mentally Healthy Workplace Alliance

[www.workplacementalhealth.com.au](http://www.workplacementalhealth.com.au)

The Mentally Healthy Workplace Alliance is a new national approach by business, community and government to encourage Australian workplaces to become mentally healthy for the benefit of the whole community and businesses, big and small.

### Centre for Corporate Health

[www.cfch.com.au](http://www.cfch.com.au)

The Centre for Corporate Health is a consultancy-based organisation that offers psychological services, as well as training across a range of mental health related areas in the workplace.

### CommuniCorp

[www.communicorpgroup.com](http://www.communicorpgroup.com)

The CommuniCorp Group specialises in developing positive workplace mental health, wellbeing and resilience capabilities –Australia wide. They offer mental health and wellbeing training, targeting early identification and intervention across different work levels and roles in organisations, as well as practical programs to develop personal and organisational resilience.

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