

# A Business Case for Change - Creating a Mentally Healthy Workplace



V2 June 2022

# What exactly is a mentally healthy workplace?

Integrated Strategic Focus On:

Positive workplace culture

Psychological Safety

Psychological/Psychosocial Harm Prevention

Support for people with mental health conditions



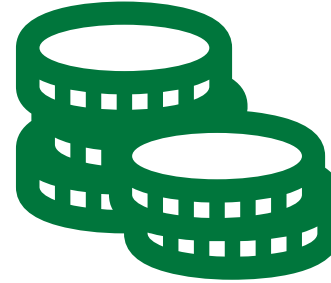
# Various Perspectives



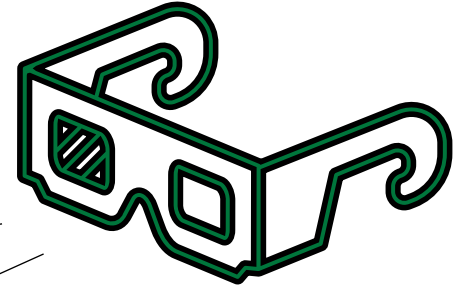
Heart  
Culture  
Compassion  
People



Productivity  
Outputs  
Outcomes  
Effectiveness  
Success



Financial  
Macro & Micro  
Lost Time Hours  
Cost of Claims  
Reputational Costs  
Business Impact/Costs  
to Profits  
Cost of Loss of IP  
Cost of Recruitment



# The Why



- Prior to COVID 1 in 5 Australians experience a common mental health condition in any given year
- COVID crisis exacerbates anxiety and depression in existing cases\*
- More people are using crisis lines like Lifeline and other mental health services#
- Rates of self injury on the rise in the community#
- Workplace Mental Injury rates on the rise

In March, Australia's national crisis support service Lifeline answered almost 90,000 calls, an increase of 25 per cent over the same time last year.

\*Blackdoginstitute.org.au

# National Mental Health Commission

[Mental health toll of coronavirus to create 'second wave' of pandemic, experts warn - ABC News](#)

# The Why

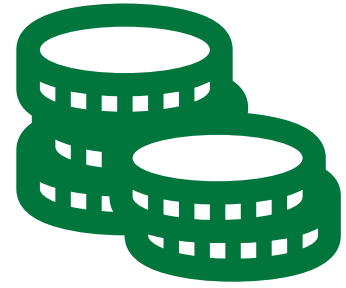


Caring for your employees is good for business!

- Associated with higher productivity
- Better work environment = Better business outcomes
- Lower turnover / Loss of IP / Recruitment Costs
- Employee Value Proposition for top talent
- Diverse & Inclusive workplaces = higher innovation, retention, engagement, team performance (Diversity Council of Australia)
- Psychological Safety = enabler of innovation

References: Productivity Commission of Australia | AHRI Wellbeing Hub Research Reports | Diversity Council of Australia | The Four Stages of Psychological Safety

# The Why



- Est cost of workplace absenteeism and presenteeism due to mental ill health **\$10-18bn per year**
- Victorian Mental Injury Claims – Now makes up 16% of Workers Compensation Payouts#
- Workcover Costs (Psych. Injury in NSW 53% growth V 3.5% in Physical Injury (2014/15 – 2018/19))
- Escalating Workcover premiums & 3-year hangover (*recommendation that org's who introduce MHW practices\* should be eligible for premium discounts*)
- Priority Mental Health Reforms at Federal Level with a Workplace focus
- Productivity Commission 2020, Mental Health, Report no. 95, Canberra Volume 1
- National Code of Practice in development. Some States release codes (NSW June 2021)

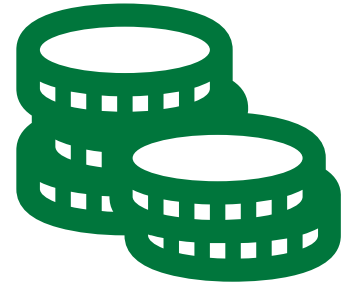
## ***“Equip Workplaces To Be Mentally Healthy”***

References: Productivity Commission 2020, Mental Health, Report no. 95, Canberra Volume 1

\* That align to relevant codes of practice.

# [Workers' mental health claims help put WorkCover back in the red \(theage.com.au\)](https://theage.com.au/workers-mental-health-claims-help-put-workcover-back-in-the-red)

# The Why



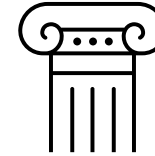
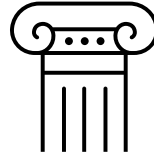
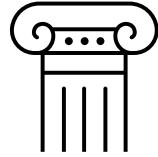
Affects of work-related stress in the workplace may include an increase in:

- Absenteeism
- Staff turnover (including the extra costs of recruitment and re-training)
- Accidents and injuries
- Health care expenditure and employee compensation claims
- Conflict
- Incivility, which can lead to damaged relationships and allegations of bullying behaviours

**“As an employer, having a prevention focus in your workplace by controlling risks that can contribute to work-related stress will help you comply with OHS law.” - Worksafe Victoria**

# Guiding Principles

## Protect | Promote | Support



**The law requires us to proactively identify psychological hazards and eliminate risks as far as reasonably practicable - not just manage the consequences.**

**WHS obligations do NOT require you to diagnose or treat.**



# You Don't Have To Do It Alone – My Support Options

## Six Ways I Can Help You Bridge The Gap

Your  
Current  
State



1. [Cracking the Change Code](#) – Six Month 1:1 Program for those Leading Workplace Change
2. [Transforming Norm](#) – Workplace Transformation Program (12-18 month guided organisational support)
3. The Case for Change – Executive Workshop to help get buy in for transformation.
4. [Transforming Norm](#) Masterclass Workshops
5. [Psychological Safety](#) Training Program
6. [Workload Management](#) Support



Future  
State  
Vision



# Transforming Norm Transformation Program – 18 Months

## Transformational

### Components:

Current State Analytics

Change Planning

Strategy Development & Co-Design

Leadership Training Program

Masterclass 1 – Psychological Safety for Inclusion & Learning

Masterclass 2 – Common Psychological Hazards in the Workplace

Masterclass 3 – Effective Leadership in a Mentally Healthy Workplace

Masterclass 4 – Leading Change for a Mentally Healthy Workplace

Masterclass 5 – Building a Mentally Healthy Workplace Culture

Change Implementation

Tactical Change Coaching

Expert advice and guidance.

Tanya  
HEANEY VOOGT

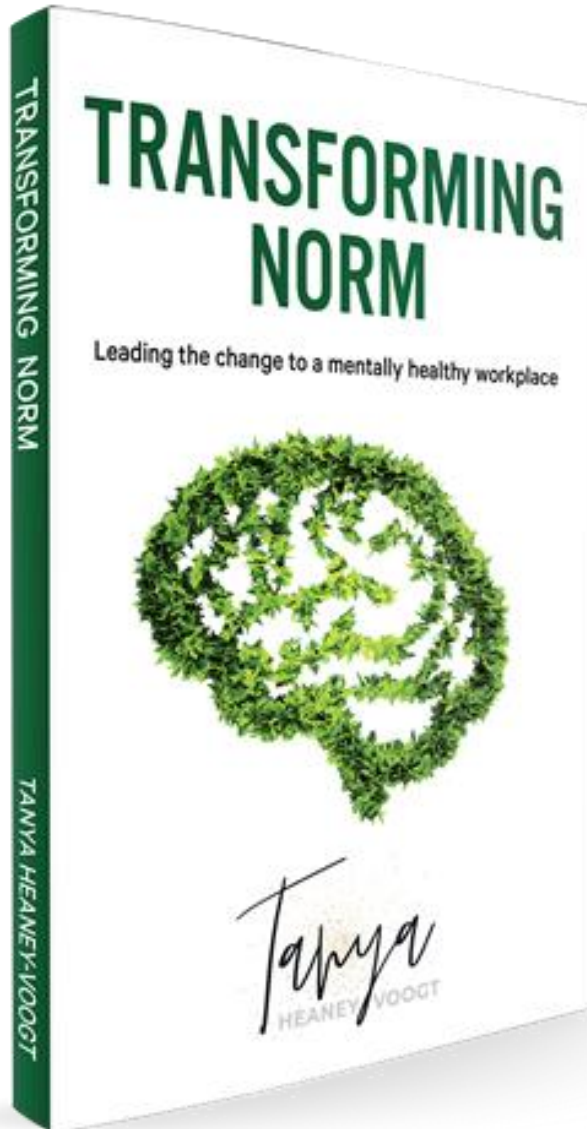
Part Three  
Sustainable  
Change



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



# The Book



*Transforming Norm* is your guide to creating a mentally healthy workplace, with a culture where everyone feels safe to flourish.

Based on Tanya Heaney-Voogt's decades of experience, *Transforming Norm* is full of practical actions and proven strategies that cut through complexity and jargon. Tanya is clear that workplaces can be happier, better places to spend our time.

A mentally healthy workplace is not an optional extra — it's a business imperative. So, isn't it time you led the change?

[BUY HERE](#)

For bulk orders please contact [alexandra@tanyaheaneyvoogt.com](mailto:alexandra@tanyaheaneyvoogt.com)

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# About Tanya



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Tanya is a mentally healthy workplaces expert, workplace change facilitator and certified leadership coach, helping leaders, teams and organisations to thrive in this rapidly changing and high demand world of work.

With a 25-year career leading people, projects and change across the health sector Tanya now works primarily with public sector entities to develop mentally healthy work practices, strengthen workplace cultures; and develop safe, effective and high performing leaders and teams.

She draws on her own experiences as a senior leader dealing with work overload and change saturation to support leaders to develop more sustainable individual strategies and to assist workplaces to manage the environmental factors that contribute to unsafe levels of work-related stress.

Her engaging and authentic approach is always remarked upon as she brings life to her content, helping people absorb key information and implement the strategies required to achieve true change. Tanya has worked extensively with health, education, local government and environmental agencies in consulting, coaching and training activities including delivery of her popular Cracking the Change Code™ program

Her Transforming Norm™ workplace transformation program aligns with the content in this book and brings together a series of support activities previously conducted individually, into one holistic transformation program, making it much easier for workplaces to be mentally healthy.

Tanya lives in the rolling hills of Gippsland and when not working diligently in her practice can be found dining out with her husband (the beloved Mr. V), enjoying a drive through the hills or laughing with dear family and friends.

[Connect on LinkedIn](#)

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# Get In Touch

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