

PROMOTING MENTAL HEALTH AND WELLBEING IN THE EMERGENCY SERVICES SETTING

CRC SHOWCASE – RESEARCH DRIVING CHANGE

**Rob Heaslip, Engagement Manager,
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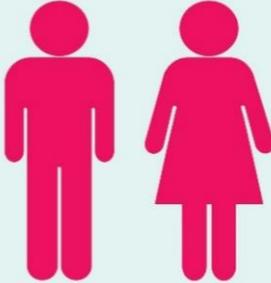


Anxiety, depression and suicide

AROUND
2 MILLION
PEOPLE
IN AUSTRALIA
LIVE WITH
ANXIETY



AROUND
1 MILLION
PEOPLE
IN AUSTRALIA
LIVE WITH
DEPRESSION



NEARLY
8 AUSTRALIANS
DIE BY SUICIDE
EVERY DAY
6 OF WHOM ARE MEN



1 IN 3
WOMEN

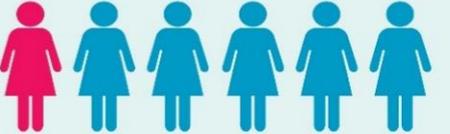


& **1 IN 5**
MEN



ARE LIKELY TO EXPERIENCE
ANXIETY IN THEIR LIFETIME

1 IN 6
WOMEN



& **1 IN 8**
MEN



ARE LIKELY TO EXPERIENCE
DEPRESSION IN THEIR LIFETIME

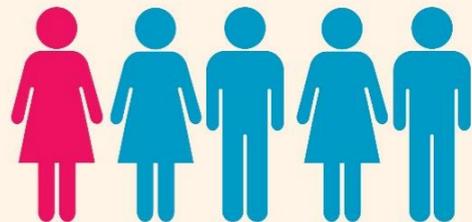


POOR MENTAL HEALTH COSTS
AUSTRALIAN BUSINESSES
\$10.9 BILLION

EVERY YEAR IN LOST PRODUCTIVITY,
ABSENTEEISM AND COMPENSATION CLAIMS



POOR MENTAL HEALTH
IS LIKELY TO AFFECT

1 IN 5 
EMPLOYEES

BUSINESSES ACHIEVE AN AVERAGE

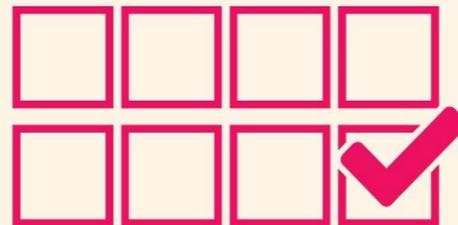
\$2.30 **RETURN ON INVESTMENT**
FOR EVERY \$1
INVESTED IN

**EFFECTIVE
MENTAL
HEALTH
INITIATIVES**



 **MENTALLY HEALTHY**
WORKPLACES ARE MORE
 **PRODUCTIVE**
&
 **PROFITABLE**

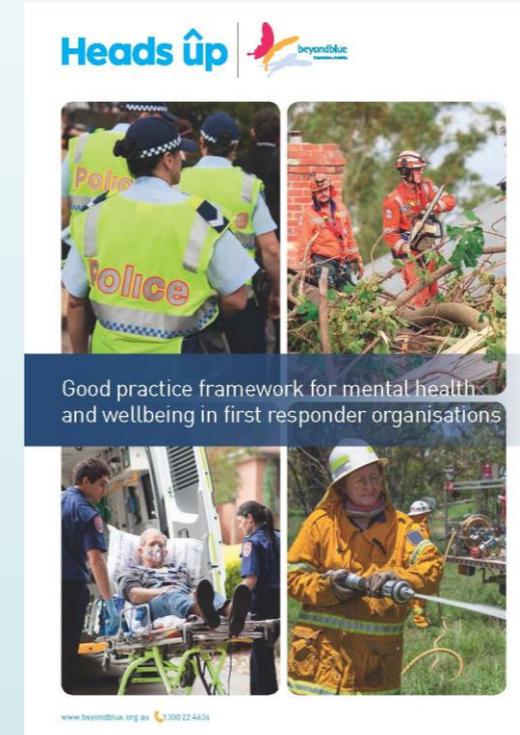
**MENTALLY
HEALTHY
WORKPLACES
ARE
EMPLOYERS
OF CHOICE**



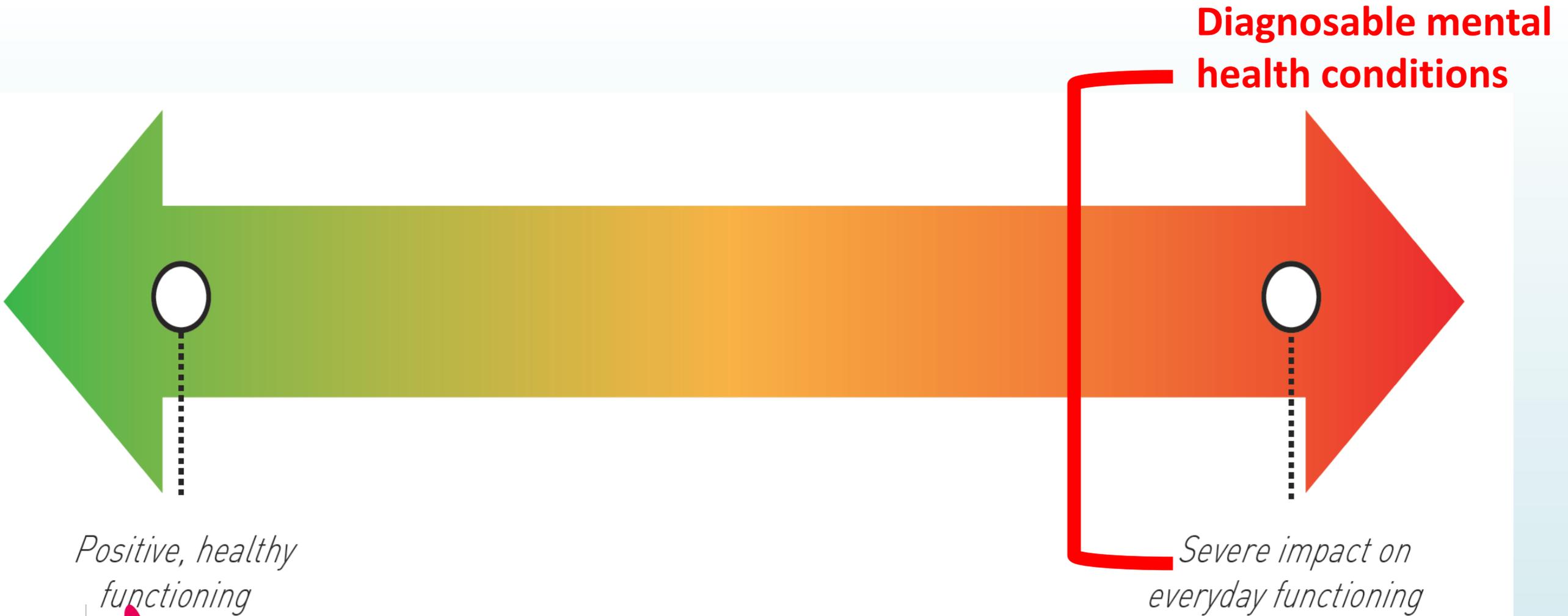
BEYONDBLUE POLICE & EMERGENCY SERVICES (PES) PROGRAM



- Inception from the broader 'Heads up' workplace program
- Aim - To promote the mental health & wellbeing of PES personnel & reduce the risk of suicide
- Beneficiaries – PES personnel (current & former) & family members, PES agencies
- Key activities:
 - Engaging with the PES sector (ongoing)
 - Promoting uptake of Good Practice Framework (ongoing)
 - Awareness raising (ongoing)
 - National Mental Health & Wellbeing Study (Dec 2018)



Understanding mental health: it's not a static state



**BEYONDBLUE NATIONAL MENTAL HEALTH AND
WELLBEING STUDY OF POLICE AND EMERGENCY
SERVICES**

RATIONALE



Why is *beyondblue* doing this research?

Limited data currently available on mental health & wellbeing of police and emergency services personnel in Australia

Extremely limited evidence on which interventions & practices actually work

Need for comprehensive understanding – prevalence of common mental health conditions & suicide risk, how stigma operates, help-seeking behaviours, risk & protective factors

Opportunity to achieve significant impact through collaborative sector-wide effort to respond to new evidence that will be generated

WHAT ARE THE KNOWLEDGE GAPS?



- What are the current prevalence rates of mental health conditions among police and emergency services workers in Australia?
- Which police and emergency services workers are at greatest risk of experiencing a mental health condition or suicide?
- What are the levels of stigma around mental health and suicide?
- What are the key barriers to seeking treatment and support?
- Where should we be focusing our efforts to achieve most impact?

ADVISORY GROUP



- Chaired by Ken Lay AO APM, Chairman of Ambulance Victoria & former Commissioner of Victoria Police
- Membership includes:
 - Executive leaders from agencies & exec-level union leader
 - Academics & clinicians with specialist expertise
 - Representatives of individual personnel & family members
 - Representatives of community support groups

Phase 1

What?

Personal stories of police and emergency services personnel and their family members

Why?

To provide an opportunity for individuals to tell their story and to inform Phases 2 & 3

Phase 2

What?

National survey of all police and emergency services personnel in Australia

Why?

To build comprehensive picture of mental health conditions, stigma & help-seeking behaviours, risk & protective factors

Phase 3

What?

Agency-by-agency engagement, consultation with other key stakeholders

Why?

To translate the findings from Phases 1 & 2 into practical strategies to achieve change

PHASE 1: PERSONAL EXPERIENCE



Aim

To gather and learn from the personal experiences of current and former police and emergency services personnel and their family members

- Each State & Territory, fire & rescue, ambulance, SES and police
- Participants recruited through a broad range of *beyondblue's* networks.
- Interviews conducted face-to-face, by phone and online

Objectives

- To give a voice to frontline personnel and their families
- To validate our understanding of key issues
- To inform the next phases of the research

PHASE 2: NATIONAL SURVEY



Objectives

- Establishing national prevalence rates of wellbeing and mental health conditions
- Support agencies to identify practical, evidence-informed strategies for promoting workforce mental health and well-being

Methodology

- Current and former employees & volunteers from every agency
- Stratified random sampling from employee/volunteer lists.
- Ethics approval achieved from UWA Human Research Ethics Committee & through liaison with individual agencies
- Online e-administration of survey (limited hardcopy forms available).

PHASE 3: EVIDENCE TO ACTION



- Best practice approach
- *beyondblue* to engage specialist expertise to develop an overarching plan for translating Study findings into practice
- Plan will include consultation with every agency
- Aim will be to collaboratively identify individual/organisational/systems levels priority issues & strategies to respond

CONTACT



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QUESTIONS?