

Staying Fit for Life

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1 in 5

Adult Australians experience
mental health problems.

That makes mental health everyone's business

Today's session

- WorkSafe's role
- Health, safety and wellbeing are linked
- What is mental health?
- Why is it important
- How to stay mentally fit
- Signs of poor mental health
- Support is available

Our purpose

To improve Work Health, Safety and Wellbeing in Tasmania

Our promise

Safe and Well, Every Day

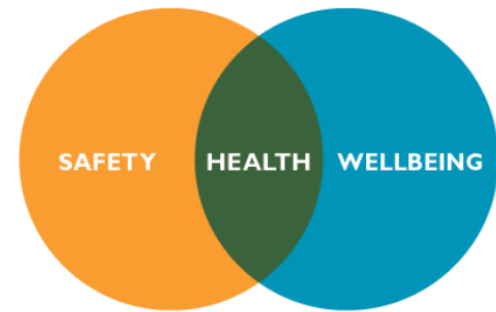
Our approach

We engage to raise awareness

We educate to increase understanding

We enable to achieve behavioural change

We enforce where necessary (Inspectors) – Advisors do not enforce



Creating a mentally healthy workplace

Has **policies, strategies and actions** that:

- Increase **awareness** and facilitate **good conversations** about mental health, wellbeing and resilience
- **Support people** with mental health conditions
- **No distinction** between **physical and mental health issues** or the way the workplace risks are managed.
- **Reduce stigma and discrimination.**



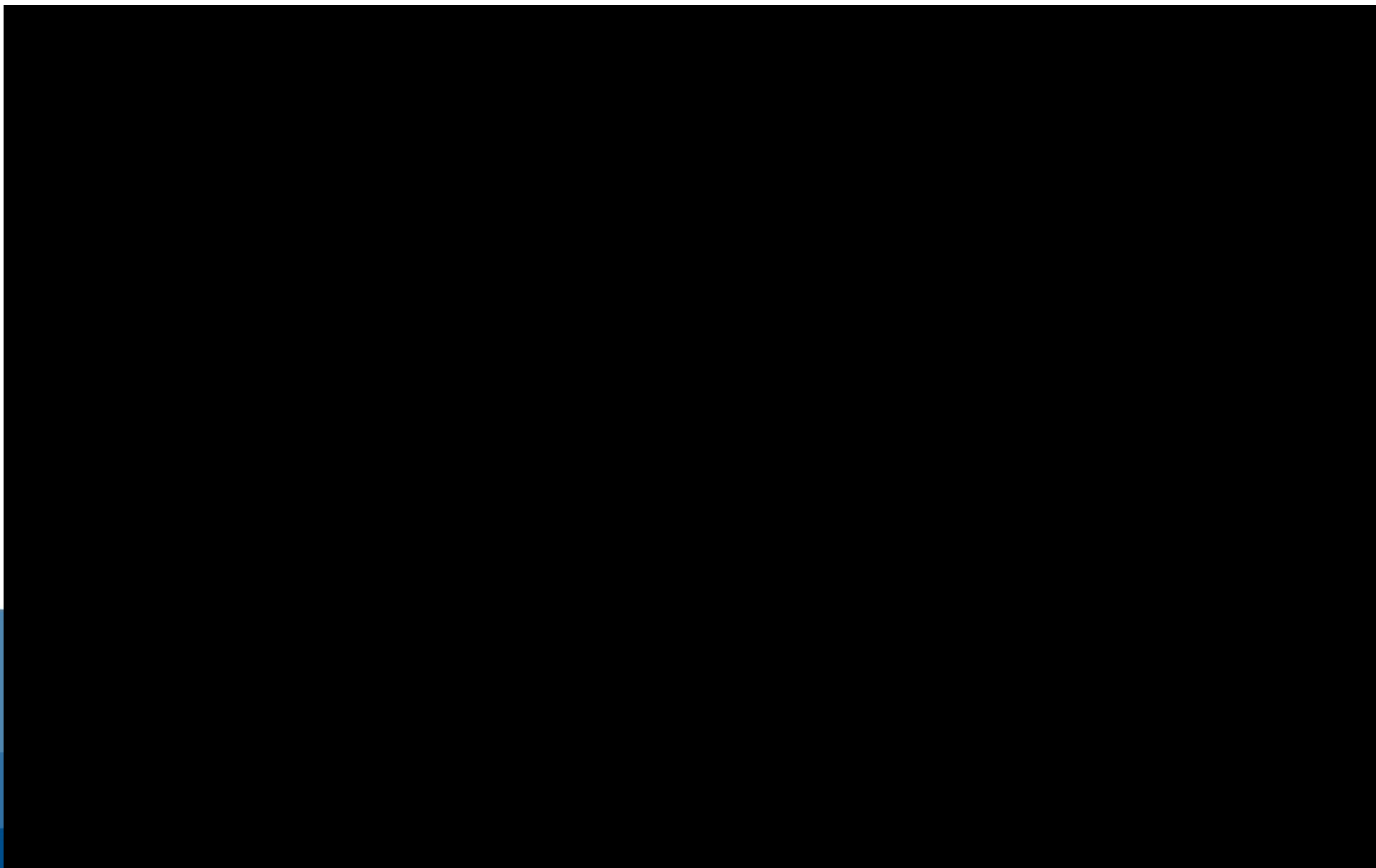
Linking health, safety & wellbeing

“You can’t be a safe worker if you’re not a healthy worker.”

*- Professor Dame Carol Black,
UK National Director for Health and Work*

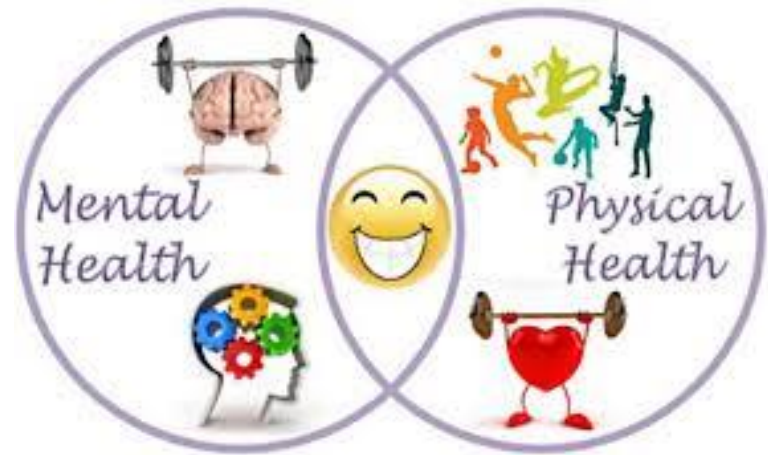
- Health = mental and physical health
- A person is unlikely to be physically well if they are mentally unwell
- Hazards in the workplace can be obvious, eg slips & trips or less obvious eg poor mental health or fatigue

Physical and mental safety



What is Mental Health?

- **A state of wellbeing**
(emotional, psychological and spiritual health)
- Refers to how we feel about ourselves and the world around us
- Is not fixed or static



Mental Health Continuum Model



HEALTHY	REACTING	INJURED	ILL
<ul style="list-style-type: none"> • Normal mood fluctuations • Calm & takes things in stride • Good sense of humour • Performing well • In control mentally • Normal sleep patterns • Few sleep difficulties • Physically well • Good energy level • Physically and socially active • No or limited alcohol use/ gambling 	<ul style="list-style-type: none"> • Irritable / impatient • Nervous • Sadness / overwhelmed • Displaced sarcasm • Procrastination • Forgetfulness • Trouble sleeping • Intrusive thoughts • Nightmares • Muscle tension / headaches • Low energy • Decreased activity/socializing • Regular but controlled alcohol use / gambling 	<ul style="list-style-type: none"> • Anger • Anxiety • Pervasively sad / hopeless • Negative attitude • Poor performance / workaholic • Poor concentration / decisions • Restless disturbed sleep • Recurrent images / nightmares • Increased aches and pains • Increased fatigue • Avoidance • Withdrawal • Increased alcohol use / gambling is hard to control 	<ul style="list-style-type: none"> • Angry outbursts / aggression • Excessive anxiety / panic attacks • Depressed / suicidal thoughts • Over insubordination • Can't perform duties, control behaviour or concentrate • Can't fall asleep or stay asleep • Sleeping too much or too little • Physical illnesses • Constant fatigue • Not going out or answering phone • Alcohol or gambling addiction • Other addictions

Exercise

Meditation

**Family
&
friends**

**Time
in
Nature**

Fun

Reading

Music

**Healthy
Food**

**Workplace
issues**

**Relationship
breakdown**

Inactivity

**Social
isolation**

**Substance
misuse**

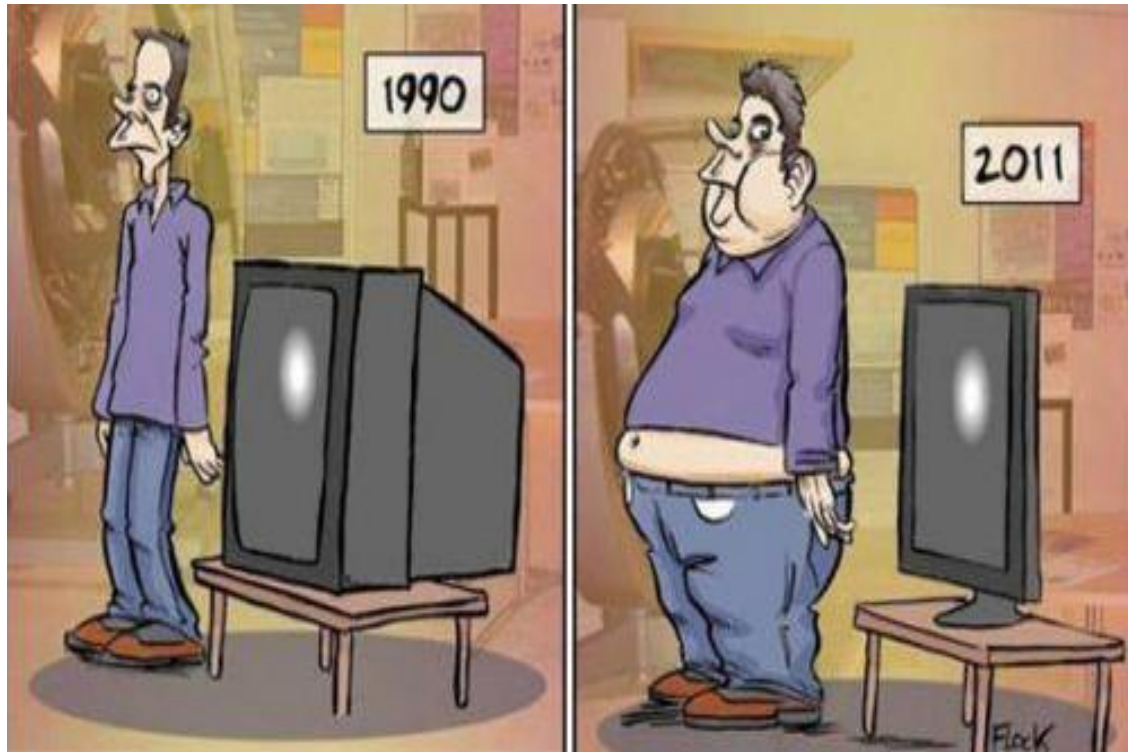
**Illness or
injury**

**Financial
worries**

**Lack of
sleep**

How to stay mentally fit

- ☐ Social connection
- ☐ Stay active
- ☐ Eat well
- ☐ Have fun
- ☐ Quality sleep
- ☐ Get outside
- ☐ GP check



Self care – reduces the risks

What could you do to increase the fuel in your tank?



Signs of poor mental health

Physical

- Disturbed sleep
- Appetite changes
- Sick and run down
- Fatigue

Feeling

- Overwhelmed
- Indecisive
- Lacking confidence
- Irritable

Thinking

- Negative thinking patterns
- Hopeless, helpless and worthless
- Suicidal thoughts

Behavioural

- Poor concentration
- Reduced Productivity
- Alcohol and other drug use
- Social withdrawal

Tom Boyd – AFL player

What to do if you notice changes



- Start a conversation – it may not be easy but it could make all the difference
- Talk about changes you have noticed
- Have the discussion in private
- Don't make assumptions about what may be causing the behaviour

What could I do more of to increase my health & productivity?

What works for you?

What makes you feel good?

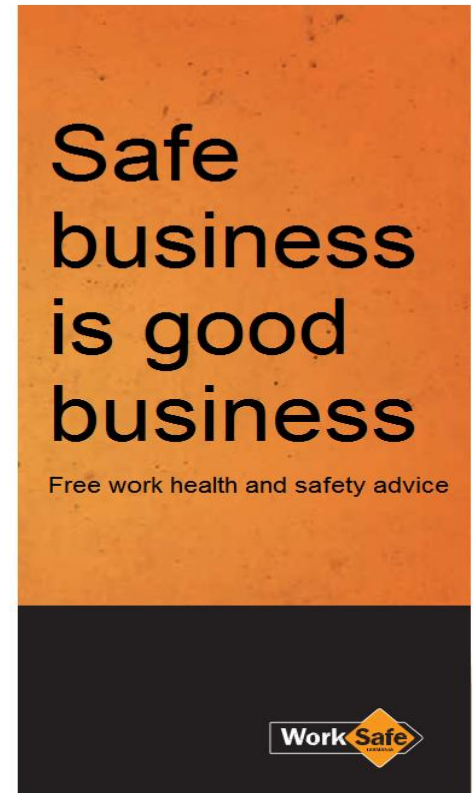
What helps increase your mojo?

What increases your energy levels?

What do you do to switch off?

For extra information or support

- Talk to someone
- EAP at work or Doctor/Counsellor
- Heads Up www.headsup.org.au
- Beyond Blue www.beyondblue.org.au
- Lifeline www.lifeline.org.au
- OZHELP www.ozhelptasmania.org.au
- Mental health first aid courses



Dale Thomas Carlton Player

Free support from WorkSafe

- **Toolbox meeting presentations** to talk about health, safety and wellbeing topics
- Help business set up a **Health & Wellbeing program**
- Workplace visit to **assess safety management system** of the business.



Any concerns? Talk to someone

"It is okay to have depression, it is okay to have anxiety and it is okay to have an adjustment disorder. We need to improve the conversation. We all have mental health in the same way we all have physical health."

Prince Harry



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Tasmanian
Government