



wellbalance

www.wellbalance.net.au

Promoting wellbeing and effective relationships through:
Education, coaching, mediation, counselling.

A snapshot of your business needs:

The mental health of your employees is impacting you:

MH stats indicate 20% of people at any one time are experiencing a mental health issue. 20% of your employees on any given day – if they are not accessing appropriate support - can impact your business through: absenteeism; presenteeism; relational issues; increasing the risk of physical incident/injury, contributing to workplace stress for other employees.

You have a legal obligation to:

OH&S Act Section 21 – Employers must provide a safe work environment that does not pose a risk to health. **OH&S Act Section 25** – *Employees* must take reasonable care for their own health by accessing services provided to them. **OH&S Act Section 22** – Employers must, so far as is reasonably practicable, monitor the health of employees, keep health records of employees and engage qualified persons to provide health advice to the employer.

Workplace Injury, Rehab. & Comp. Act. Employers must meet the needs of employees by giving them every opportunity to fulfil the “inherent requirements of the role”. Actions such as; pre-employment screening; return to work plans; identifying issues correctly at their source; are crucial.

The potential \$ cost:

The complexity of measuring the cost of mental health is problematic as much of the data is qualitative and the true cost cannot be measured, and is likely much larger than what quantitative data reveals. The quantitative studies that have been conducted indicate that in Australia annually:
Untreated depression results in over 6 million working days lost. (Beyond Blue).

\$4.7 billion cost in absenteeism (Price Waterhouse Coopers).

\$6.1 billion cost in presenteeism (Price Waterhouse Coopers).

\$146 billion cost in compensation claims. (PWC).

The consequences of inaction:

Reduced productivity, performance, risk of physical incident/injury.

Relational issues in the workplace contributing to and from bullying, conflict, workplace stress.

Negative workplace culture.

Stigma and possible discrimination.



“I do what I do and live what I live because I am *passionate* about the value of human connection. When human beings connect and treat each other with respect, I have seen the positive outcomes that result.”

– Wellbalance director, Kristy



f: wellbalance
i: well_balance
in: Kristy Hunter
y: wellbalance

m: 0417 399 512

e: kristy@wellbalance.net.au