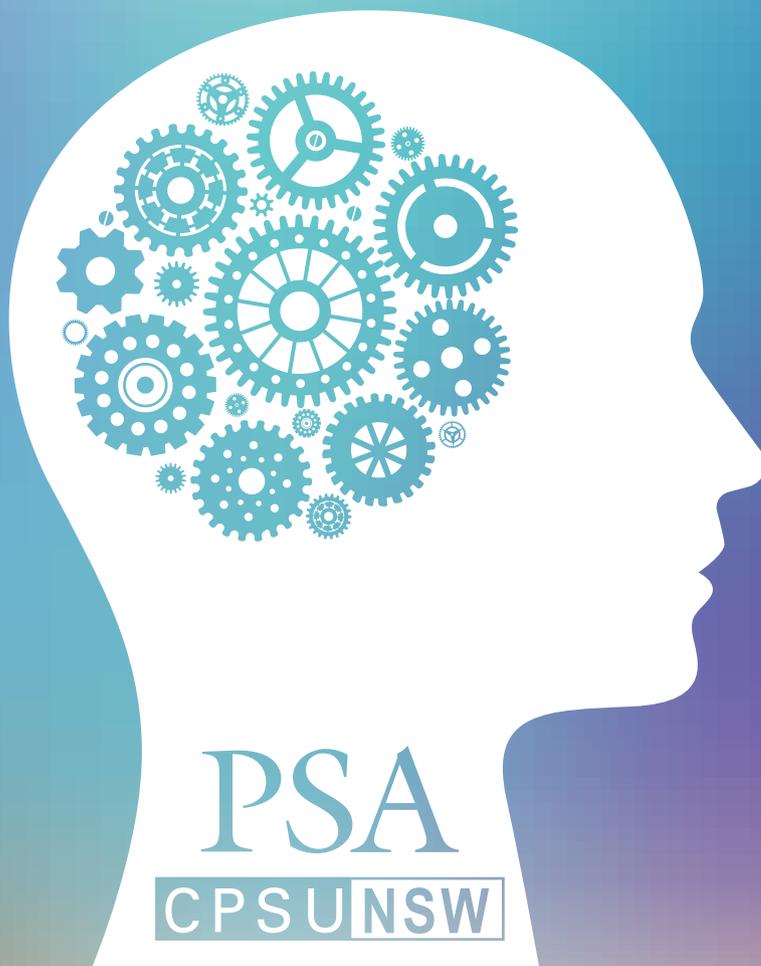


# PSA/CPSU NSW MENTAL HEALTH CONFERENCE

9 OCTOBER 2018

**TIME TO ACT**



PSA

CPSUNSW

# Table of Contents

- P 2 Welcome - Kylie McKelvie, President, PSA
- P 3 Time to act - Stewart Little, General Secretary, PSA
- P 4 Safer Workplaces Unit
- P 5 Carmel Tebbutt, CEO, Mental Health Coordinating Council
- P 6 Craig Hamilton, Mental health advocate and motivational speaker
- P 7 Karen Batt, Federal Secretary, CPSU
- P 8&9 Conference agenda
- P 10 Dr Carlo Caponecchia, Senior Lecturer, University of NSW
- P 11 Kirsty Membreno, Assistant Secretary, Industrial, Police Association of NSW
- P 12 Safe Work NSW - NSW Mentally Healthy Workplaces Strategy
- P 13 Stand T.A.L.R Mental Health Awareness Training
- P 14 MATES
- P 15 PSA/CPSU NSW Safer Together Care and Resilience
- P 16 Sponsors and contacts

## Welcome



### Welcome to the PSA/CPSU NSW inaugural Mental Health Conference, Time to Act.

Mental health is the one issue that impacts our entire membership, disturbingly, in increasing numbers.

Too many have been doing too much with too little under enormous pressure for far too long and it is taking an awful toll.

I first became a union activist around the issue of mental health.

I was being bullied and assisting other workers who were receiving similar treatment when my employer sacked me.

Whilst I was lucky to have the support of the PSA in getting my job back, my situation highlighted the attitude of many employers in these situations to this day.

This conference is a great opportunity for us to get together as a union, establish and nurture support networks and work on strategies to make our workplaces happier, more productive and mentally healthy. ●

**Kylie McKelvie, President**



**Since being elected General Secretary of the PSA in 2016, mental health at work has been at the top of my personal agenda.**

**For that reason, I am particularly proud that this conference has become a reality.**

## Time to Act

All too often we see hard working members succumbing to the pressures of work, exposed to trauma directly or vicariously, along with workplace violence and bullying.

Constant workplace change, job cuts and Government measures such as efficiency dividends plus insecure employment and the general devaluing of the work done by public servants creates unstable workplace environments that are not conducive to mental well-being.

Then there are the high risk areas, some of which include: Correctional Officers, Juvenile Justice, Child Protection and Legal Aid, as well as Special Constables, Sheriff's Officers.

Members who are impacted are typically subjected to poor treatment by employers who lack sympathy or empathy.

My great wish is that this union be a leading voice in changing that dynamic in NSW.

It is "time to act" for us collectively as a union and also to ensure employers put the mental health of their staff first in every workplace every day.

The PSA and CPSU NSW have been active in support of members and their mental health through a range of initiatives and support mechanisms which include:

- » Training and materials for bullying prevention
- » PSA/CPSU NSW Safer Together Care and Resilience - training and resources
- » Delivery of accredited WHS and Health and Safety Representative (HSR) training
- » A Safer Workplaces Unit that assists in resolving safety issues.

This inaugural Conference is the bringing together of all these measures with, I'm proud to say, a range of expert speakers that I'm sure will inspire us all.

I know you will find the Conference an informative and rewarding experience. ●

**Stewart Little, General Secretary**



## Safer Workplaces Unit

**The PSA/CPSU NSW now has a Work Health and Safety Unit with specialists in safety and workers compensation to support members and ensure they have safer workplaces.**

The Unit assists members by providing:

- » Safer Together Care and Resilience training
- » Workplace bullying training
- » Work Health and Safety training
- » SafeWork accredited Health and Safety Representative training with our partner Unions NSW
- » Research and support to members in resolving work health and safety issues in the workplace or across the industry
- » Strategy and consultation for members on safety and return to work matters.

For more information contact [whs@psa.asn.au](mailto:whs@psa.asn.au)



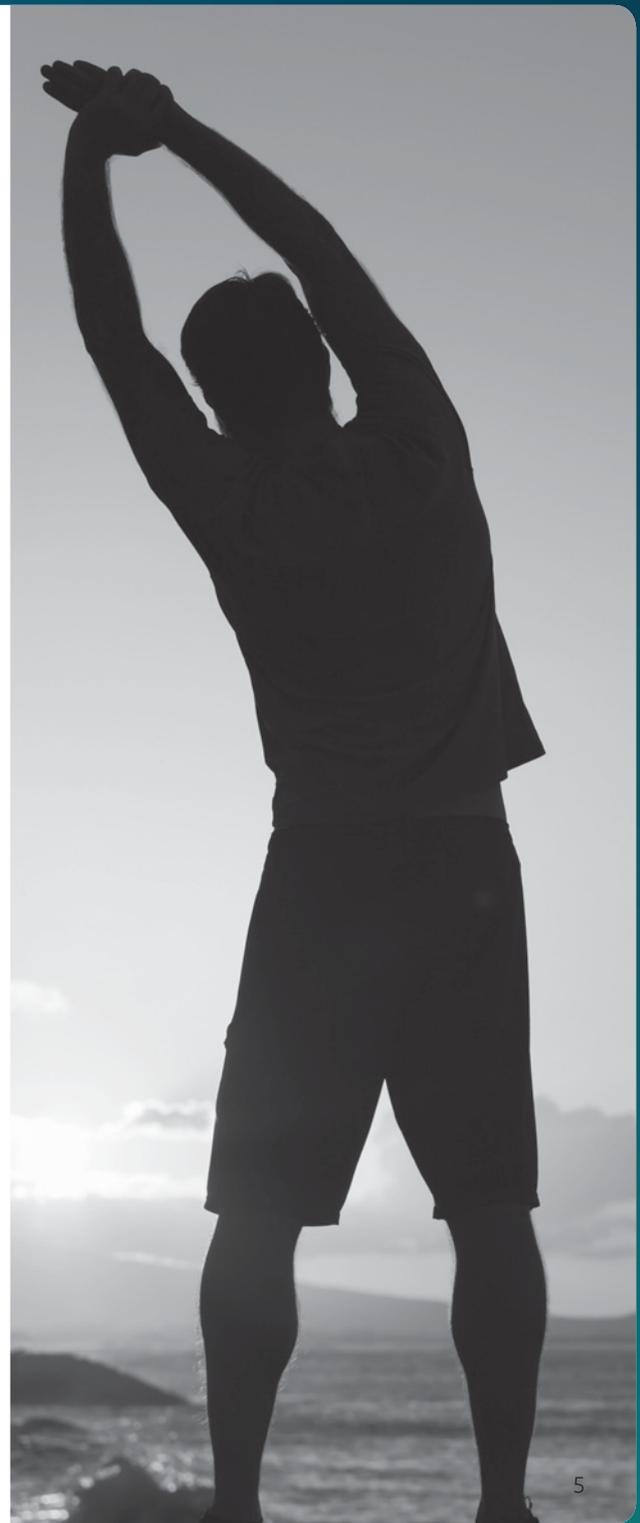
## **Carmel Tebbutt, CEO** **Mental Health** **Coordinating Council**

**Carmel Tebbutt commenced as CEO of the Mental Health Coordinating Council in February 2018.**

Carmel was a Member of NSW Parliament for 17 years, serving in both the Legislative Council and as the Member for Marrickville. She was appointed to the Ministry in 1998 and held many portfolios including Health, Education, Community Services and the Environment. She was the first woman to be appointed Deputy Premier in NSW in 2008.

As a Minister, Carmel had first hand experience in dealing with the mental health pressures members face when she led high risk agencies through difficult legislative and workplace change including Juvenile Justice and Community Services where she was involved in securing a landmark increase in child protection worker numbers to cope with workloads.

Carmel's address will provide plenty for all of us to think about. ●



## Craig Hamilton

# Mental health advocate and motivational speaker



**Craig Hamilton has spent three decades in broadcasting after a successful sporting career. He has taken on an additional role as a mental health advocate and motivational speaker on mental health.**

Craig inspires with his own story and addresses the mental health challenges in the workplace and beyond. He has written books about the issue and is an ambassador for Beyond Blue.

Craig will address Conference with the support of First State Super. ●



**Karen Batt**

## **CPSU Federal Secretary**



**The CPSU, our national union, led by Federal Secretary, Karen Batt, covers workers in some of the most at risk occupations in the country who experience the highest incidences of psychological injury.**

These members are required to enter violent homes to protect vulnerable children, care for unpredictable clients who are unable to control their emotions, secure court houses, enforce the law

and house inmates in our correctional institutions. The CPSU has been working with governments across the country to improve outcomes for members in mentally hazardous workplaces.

Karen will share the union's progress nationally on this issue. ●





## Conference Program

- From 8.30am** Conference Registration  
Light breakfast sponsored by conference partner Maxxia
- 10.00am** Welcome to Country  
**Ann Weldon**, PSA Aboriginal Officer
- 10.05am** Welcome  
**Stewart Little** - General Secretary, PSA
- 10.15am** Opening  
**Carmel Tebbutt**, CEO NSW Mental Health Co-ordinating Council
- 10.30am** Keynote  
**Craig Hamilton**, Mental Health advocate  
Session sponsored by conference partner First State Super
- 11.00am** **Karen Batt**  
Federal Secretary, Community & Public Sector Union
- 11:30am - 11:55am** Morning Tea  
Sponsored by conference partner McNally Jones Staff
- 11:55pm** Partner: First State Superannuation
- 12.00pm** **Erica Rubic**  
Manager, Work Health and Wellbeing, SafeWork
- 12:30pm** **Kirsty Membreno**  
Assistant Secretary, Industrial, Police Association of NSW

**1.00pm** Conference partner talk: Workers Health Centre

**1.05pm – 2.00pm** Lunch  
Sponsored by conference partner Sydney Credit Union

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**STREAM 1**

**2:00pm Dr Carlo Caponecchia**  
Managing Psychological Risks

**3:00pm Jasmina Budisa and Megan May**  
SafeWork NSW:  
Psychological Risk:  
Prevention and Response

**STREAM 2**

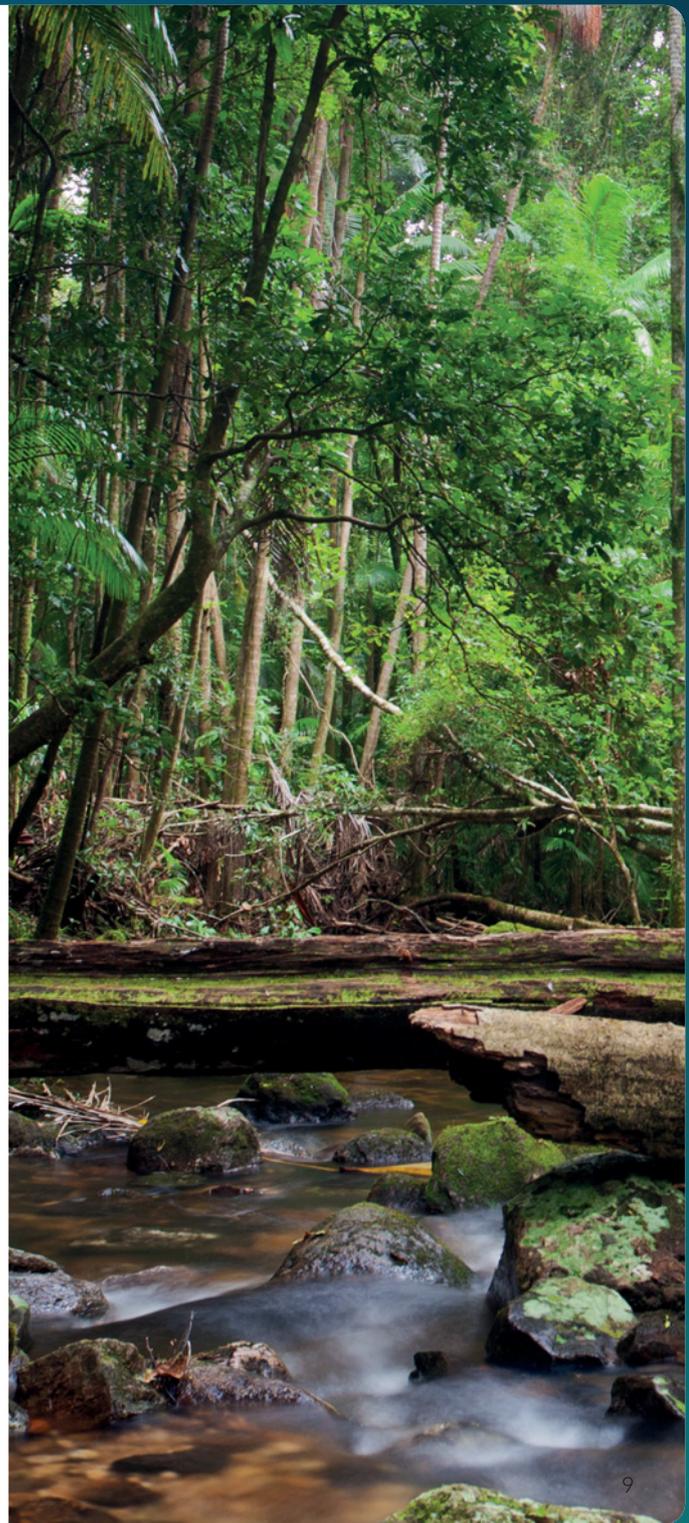
**2:00pm Brad Parker**  
MATES: Suicide Prevention

**3:00pm Andy Smith, Beven Hanlon and Bodie Green**  
Stand TALR  
WA Prison Officers Union & Corrections Association of New Zealand

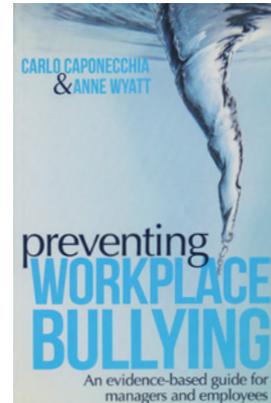
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**4:00pm** Report back and summary

**4:30pm** Close



## Dr Carlo Caponecchia Senior Lecturer at UNSW



### Carlo's primary areas of research are in the Human Factors and Safety area including:

- » Human error analysis
- » Risk perception and communication
- » Distraction and fatigue
- » Psychosocial hazards and psychosocial injury
- » System safety and risk management

Carlo has written extensively about psychological hazards and workplace bullying, and was appointed by SafeWork Australia to develop the Workplace Bullying Code of Practice.

His address to Conference will be fascinating. ●

*There is an interview between Kylie McKelvie PSA President and Dr Carlo Caponecchia on your Conference USB.*

**Kirsty Membreno**

## **Assistant Secretary, Industrial Police Association of NSW**



**Kirsty Membreno will be addressing the conference on the Police Association's CARE program.**

Police Association members are all too familiar with death, disability and psychological injury due to the difficult and dangerous job that they do each day.

Too many have had their careers cut short by exposure to the traumas of their work, so the Police Association decided to embark on a program that assisted members to build their own resilience.

The Association hired experts to develop the program and were supported by colleagues in the Canadian Mounties in producing the Police Association CARE program.

Faced with cuts to the disability insurance scheme, this program has been vital in preventing members from being injured at work and assisted them in getting help when they need it.

Kirsty will provide Conference with some fascinating insights. ●



# Safe Work NSW - Mentally Healthy Workplaces Strategy



**The NSW Government this year announced their Mentally Healthy Workplaces Strategy 2018-2022 supported by a commitment to spend \$55 million over 4 years on the issue.**

The strategy looks at four streams: awareness raising, evidence informed interventions, research and building employer capability.

Amongst these streams is a switch to prevention-focussed regulatory services, manager training, building strategies and capability for at risk workers and recovery at work.

There is also a program of research to gather evidence that drives interventions, as well as providing support to employers through assessment tools and collaboration and mentoring.

Statistics show the NSW Government has the highest incidence of mental health injuries in all industries along with poor results in returning people to work after such injuries.

The PSA and CPSU NSW supports the NSW Mentally Healthy Workplaces Strategy but calls on the State Government to focus resources on the area that most needs assistance, the NSW public sector. ●

# Stand T.A.L.R Mental Health Awareness Training West Australian Prison Officers Union & Corrections Association of New Zealand



LR – Beven Hanlon (CANZ) Andy Smith WAPOU Secretary, Ray Edge Department of Justice WA Assistant Commissioner, Bodie Green WAPOU Training Officer. Location: Waikeria Prison NZ

Stand T.A.L.R was developed after the first annual WAPOU Respect Your Mental Health seminar was held in August 2017. Leading mental health organisations and industry stakeholders delivered presentations to an audience of 180 correctional staff and executive level management from the Department of Justice. The seminar, focusing specifically on correctional staff, was the first of its kind in Australasia. Presentations were delivered by Beyond Blue, the Black Dog Institute, WA Association for Mental Health, the Black Dog Ride, WorkSafe WA and the Department of Justice.

The Stand T.A.L.R program was created after requests from a number of prison officers seeking more information specific to their role within prisons addressing and acknowledging the unique challenges associated with the correctional environment. Stand T.A.L.R focuses on reducing the stigma of poor mental health among staff and the perception of weakness.

Stand T.A.L.R was created by people who have worked within prisons and have been exposed to the pressures of the environment. Current correctional staff were involved in design and development,

management representatives from the Department of Justice approved the content and themes prior to rollout, and all statistics and information presented during the program were sourced from the leading mental health organisations who presented at the seminar.

Stand T.A.L.R provides correctional staff with clear direction and practical steps to take action if they, their colleagues or members of their family, require immediate professional support. ●



## MATES

**Developed in the construction industry between the union and employers, MATES was designed to combat the high rate of suicide in the industry where 190 workers take their lives annually. The MATES program is a proven success with peer reviewed research into the outcomes of the program.**

MATES is an integrated program of training and support – both components are vital. To only do training without pathways to support is potentially dangerous and support only without raising awareness

is just another Employee Assistance program. MATES uses training as a tool to raise awareness there is a problem with suicide, its contributing risk factors in the industry and that everyone can be part of the solution. The support is then provided through clear pathways to help, case management processes that ensure workers in need of support are connected to appropriate assistance, and on site visits by field officers to support workers with an ongoing presence.

MATES is a not for profit organisation and has now adapted its model to other industries. ●

## SUICIDE IN AUSTRALIA



deaths by suicide per 100,000 in 2017\*

\*World Health Organisation (WHO) annual global age standardised suicide rate 10.5 per 100,000 population



were living with anxiety\*

\*2017 ABS Preliminary data



had a drug and alcohol disorder\*

\*2017 ABS Preliminary data



people who died by suicide were living with a mood disorder like depression\*

\*2017 ABS Preliminary data



## Safer Together Care and Resilience

The PSA/CPSU NSW Safer Workplaces Unit has been delivering the Safer Together Care and Resilience training across the state. The training covers topics such as self care, family support, and suicide prevention. It is delivered by PSA/CPSU NSW educators and can be done in a lunchtime or over a full day. Contact the PSA/CPSU NSW at [training@psa.asn.au](mailto:training@psa.asn.au) to set up training in your workplace. ●

## First State Super



First State Super is a profit-for-members fund which means everything it does is designed to deliver better financial outcomes for members. It operates and invests ethically, with a strong sense of social responsibility, and a clear understanding that its values must represent and reflect those of members. In the last 20 years, it has grown to become one of the country's largest super funds, managing more than \$91 billion.

The majority of its 767,522 members work in health, education and service-based vocations, including law enforcement, emergency services and other professions that care for the community. Its size means it can invest directly in hospitals, infrastructure and agriculture in the communities in which members live, work and retire.

It also has the largest member-owned financial planning network in Australia, StatePlus, which is available in city and regional locations, or by phone, and offers a range of advice services about your super at no additional cost to help members achieve the lifestyle in retirement they want.

First State Super, it's all about: Your needs. Your goals. Your future.

To find out more visit [firststatesuper.com.au](http://firststatesuper.com.au) or call 1300 650 873. ●

# Partners

We would like to thank our partners



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