

# OzHelp Tasmania Foundation

Supporting the Tasmanian Building and Construction Industry



**Suicide Prevention in Tasmania**

**A WORKPLACE BASED APPROACH**

**Enhancing Resilience and Strengthening Support**

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# Tasmanian Building and Construction Industry Statistics

- ***CBus Building and Construction Industry statistics for Tasmania reflect an average of 10 deaths per year through suicide, drug or “unknown” causes. (1998 – 2003)***
- ***This is the highest rate of all States and Territories when based on a percentage of CBus members in the industry by State***
- ***Compared against the Tasmanian suicide mortality rate for men in 2007 which was 25 per 100 000, the CBus building and construction Industry figures for Tasmania reflects 129 per 100 000***



# Some OzHelp Tasmania Statistics 2008/09

- *In the last 12 months OzHelp has been involved with 10 cases relating to suicide or serious self harm:*
  - *2 suicide attempts*
  - *5 intent to suicide*
  - *3 serious self harm or injury*
- *On average OzHelp provides support to 27 clients a month*
- *Has completed over 1200 hours of counselling and support in the last year to apprentices, managers and workers*



# The OzHelp Partnership

## *What is OzHelp*

*“A workplace based early intervention suicide prevention and social capacity building program” Supporting the Tasmanian Building and Construction industry*

## *Vision*

*Resilient and resourceful apprentices and workers, confidently facing life’s challenges.*

## *Goal*

*To develop and deliver a work based support and training service that enhances resilience of the target group and industry*



*Constructing a Healthier Industry  
in Tasmania*

# Key Workplace Issues

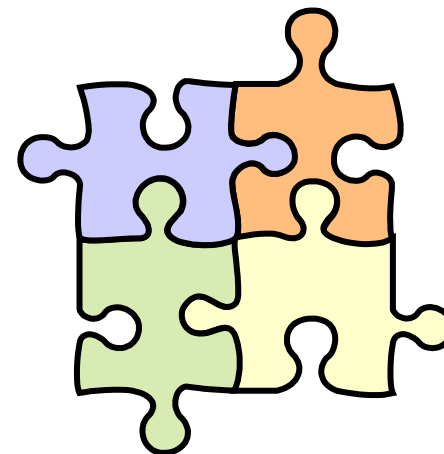
## Resilience and Support



- *Too few people have sufficient resilience*
- *Low organisational resilience*
- *Low help seeking behaviour*
- *Lack of support structures*
- *Low mental health and wellbeing awareness*

# The OzHelp Workplace Components

- *Training*
- *Awareness - Mental Health and Suicide*
- *Alertness - safeTALK Model*
- *Support*
- *Management Tools*
- *Intervention - ASIST Model*



## Workplace Suicide Prevention and Mental Health Awareness Model

	Training	Awareness	Alertness (safeTALK)	Support	Management Tools	Intervention (ASIST)
Apprentices	Green	Green	Green	Green	White	White
Workers	Light Blue	Green	Green	Green	Light Blue	White
Supervisors	Light Blue	Green	Green	Green	Green	Light Blue
Managers	Light Blue	Green	Green	Green	Green	Light Blue
Corporate Management	White	Green	Green	Green	Green	Green

# Workplace Model Apprentices

## Risk Factors Apprentices

- *Transitional stage of Life*
- *Living for today*
- *High level of risk taking behaviour*
- *High suicide rate for Australian males*
- *Low Income*
- *Low Help Seeking Behavior*



## Workplace Model Application

	Training	Awareness	Alertness (safeTALK)	Support	Management Tools	Intervention (ASIST)
Apprentices						

# Training Services

## Workplace Life Skills Toolbox – Providing the tools to solve issues

- *Communication*
- *Conflict Resolution*
- *Addictive Behaviours*
- *Decision Making*
- *Financial Literacy*
- *Suicide - incl safeTALK*
- *Mental Health awareness*
- *Health and Wellbeing*
- *Work Leisure Balance*



# Support Services

## OzHelp Regional Coordinator Role

- *Coordinating support*
- *Counselling*
- *Conduit to the community*

## Collaborative/ resource orientated counselling

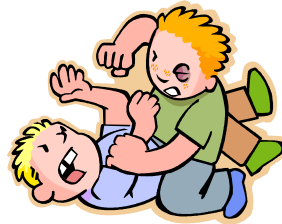
- *Counselling support at all levels*
- *Referral for complex issues*
- *Individual / Group*
- *Case Management*



# OzHelp Support Services

OzHelp provides support for Industry workers with difficulties such as:

- ***Financial stress & debt management***
- ***Problem solving at work & home***
- ***Career paths & planning***
- ***Conflict resolution & communication***
- ***Relationship & family difficulties***



- ***Dealing with anger & other strong emotions***
- ***Addictions***
- ***Depression***
- ***Thoughts of self harm***
- ***Suicide Prevention & Intervention***
- ***Dealing with grief & loss***

# Workplace Model Workers and Supervisors

## Risk Factors Workers / Supervisors

- *Diminished connectedness*
- *Leaders willing but lacking skills*
- *Time and money pressure*
- *Low help seeking behaviour*
- *Industry culture*



## Workplace Model Application

	Training	Awareness	Alertness (safeTALK)	Support	Management Tools	Intervention (ASIST)
Workers						
Supervisors						

# Training Services

**Management Tools - Supervisor / Mentor Program** (supervisors / managers / mentors)

## Module 1

*Intro to OzHelp  
Intro to the Life Skills Tool Box  
Supervising vs Mentoring  
Communication Skills – active listening*

## Module 2

*Communication  
Learning Styles  
Values and Beliefs  
Generational Difference*

## Module 3

*Financial Literacy  
Drugs and Alcohol  
Building Relationships*



## Module 4

*Understanding Emotions  
Anger Management  
Dealing with Conflict  
Bullying  
Building Resilience*

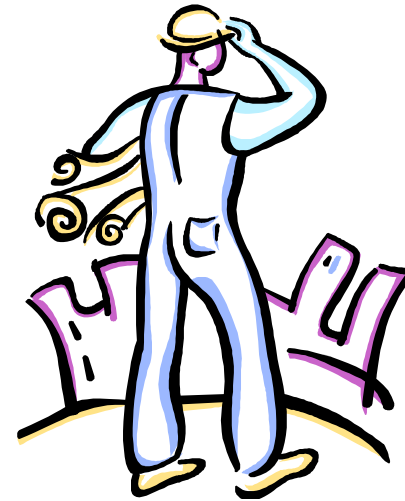
## Module 5

*Mental Health Awareness  
Depression and Mental Illness  
Suicide Alertness (safeTALK)  
Work Leisure Balance*

# Workplace Model Industry / Management

## Risk Factors Industry / Management

- *Its tough, a 'mans' world, harden up or ship out*
- *Leaders willing but lacking knowledge*
- *Time and money*
- *Low help seeking behaviour*
- *Lack of support structures*
- *Lack of mental health awareness*



## Workplace Model Application

	Training	Awareness	Alertness (safeTALK)	Support	Management Tools	Intervention (ASIST)
Managers						
Corporate Management						

# The OzHelp Workplace Model

*Enhancing Resilience of the Target Group and Industry*



## Workplace Suicide Prevention and Mental Health Awareness

	Training	Awareness	Alertness (safeTALK)	Support	Management Tools	Intervention (ASIST)
Apprentices	Green	Green	Green	Green	White	White
Workers	Light Blue	Green	Green	Green	Light Blue	White
Supervisors	Light Blue	Green	Green	Green	Green	Light Blue
Managers	Light Blue	Green	Green	Green	Green	Light Blue
Corporate Management	White	Green	Green	Green	Green	Green

# **“In Development”**

## **A Workplace Mental Health and Wellbeing Framework**

- *Designed to improve support for, and awareness of, the mental health and wellbeing of employees*
- *Using the OzHelp workplace model concept*
- *Includes suicide prevention*
- *Covering promotion, education and support*
- *Dovetail into existing workplace health and wellbeing procedures*



# Thank-you



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