

Mental health & suicide prevention – it’s part of your business!

Every day, eight Australians die by suicide. And this affects more people than you might think, with one in four people saying they know someone who has taken their own life. Chances are suicide has affected someone in your workplace.

Not all people who suicide have a mental illness, but it is a significant risk factor of suicide, with suicide rates among people with mental illness at least seven times higher than the general population.

Given that one in six people in the Australian workforce are suffering from a mental illness at any one time and the highest number of suicides are by people of working age, it’s perhaps no surprise that mental illness is also the leading cause of long-term sickness absences among Australian workers.

By prioritising the mental health of your staff, you can not only avoid the above costs but also reap other benefits including improved staff morale and productivity, reduced staff turnover as well as improved workplace relationships.

Some staff won’t feel comfortable seeking help from others due to a fear of judgement. Employers have the opportunity to make a powerful statement to their staff by prioritising mental health and suicide prevention. You have a responsibility to protect your staff, and you don’t need to have had a suicide in your organisation for workplace mental health to be important.

Building a safety net for your staff

Within your organisation, supporting each other is everyone’s role. And your staff are well placed to notice when their colleagues are under a lot of stress or not coping. But would they know what to do or how to help?

Evidence-based workplace training is one of the easiest ways you can build the capacity of your staff to support one another.

Question. Persuade. Refer. (QPR) – short, inexpensive online training

QPR is an evidence-based training which will empower your staff to support one another by giving them:

- knowledge and skills to identify warning signs that someone may be suicidal
- confidence to talk to that person about suicidal thoughts
- awareness and ability to refer to available supports.

It only costs \$10, takes one hour to complete and will fit easily into your workplace training schedule.

How your organisation can get involved



Key points

Mental illness & suicide affect a huge number of Australians of working age.

Mental illness and suicide cost Australian businesses billions of dollars per year.

You have a responsibility to protect the health & safety of your staff.

Support from colleagues can help prevent mental illness and suicide.

QPR online - \$10, one hour online training proven to give people confidence to help others.



Step 1: Contact the Suicide Prevention Collaborative

To get started, just call us on 1300 069 002 or email suicideprevention@coordinare.org.au.

Information we will want to discuss to help with the planning includes:

- How many staff are you wanting to do the training?
- When are you hoping to rollout the training?
- Is there anything about the workforce that we'll need to take into account (e.g. literacy, English fluency, recent experiences of suicide)?
- Who will be the organisation's internal champions to help drive the rollout of this training?



Step 2: Orientation and Planning

We will work with the organisation's internal champions (identified above) to tailor and plan the QPR online roll out to ensure it meets the needs of your organisation. Two elements to consider:

1. Initial rollout across current staff
2. Sustainable embedding of training in orientation of all new staff

We will 'walk you through' some resources that we have developed to support the rollout of QPR:

- Suggested roll out structure and staff briefing scripts.
- Communications/promotional templates for before, during and after the training.
- License monitoring systems and suggested evaluation indicators.



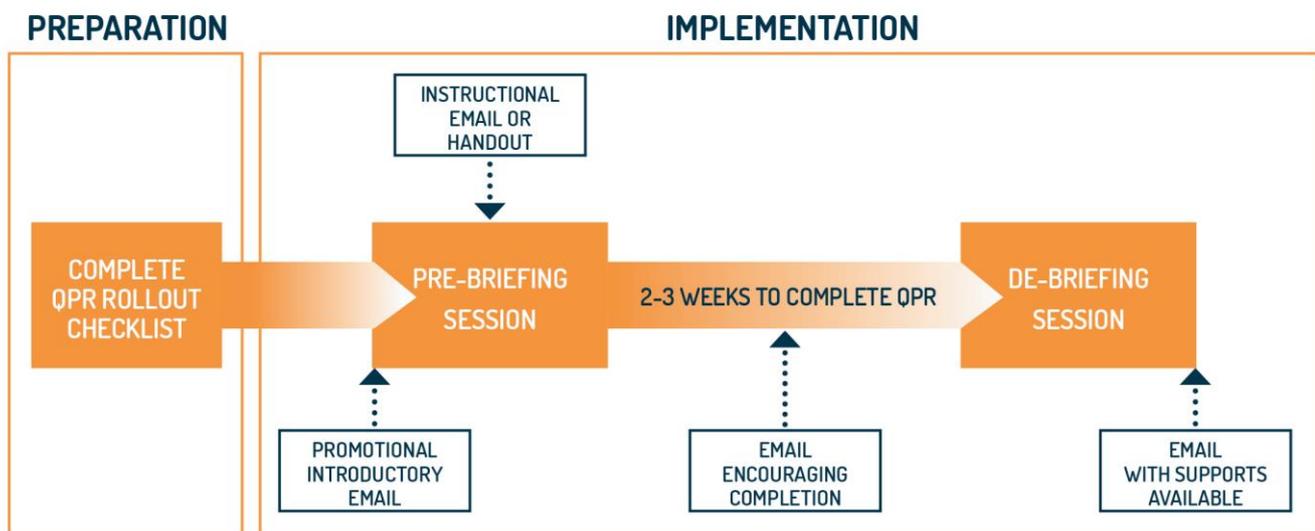
Step 3: Purchase licenses

You can purchase as many licenses as you need via www.suicidepreventioncollaborative.org.au/QPR. Please call us first if you are purchasing a large number of licenses for an organisation.



Step 4: QPR Rollout

Your QPR rollout will be tailored to suit the needs of your organisation. An example rollout structure and suggested communication resources are depicted below.



- 1) Pre-briefing session: managers brief their staff on the training process and highlight available supports.
- 2) Staff are then given 2-3 weeks to complete the online training.
- 3) De-briefing session: staff are followed up with by their managers and available supports are reinforced.