

# DEFENCE INDUSTRY'S WORKFORCE: RESILIENCE AND WELLBEING

## OVERVIEW

As Australia's largest employment sector, small to medium enterprises are an important setting for a focus on mental health and wellbeing. As a result, managers and leaders within this sector are uniquely placed to play an important role in supporting the growth of a mentally healthy and resilient workforce. We know that more than four million people experience mental ill-health each year, and almost half the population has experienced a mental illness at some time in their life.

With untreated mental health conditions costing the Australian economy more than \$12 billion per year, it has never been more important to learn how to communicate, discuss, support, and improve mental health and wellbeing in the workplace.

This expert-led virtual workshop bundle will support managers and leaders to increase their understanding of the key concepts of mental health. It will also teach them supportive strategies and best practices in recognising, addressing, and supporting those experiencing mental ill-health in the workplace.

As a leader, it can be tempting to focus time and attention on the day to day operations of a small to medium enterprise. However, one of the most important resources within that operation is actually you and your staff. The healthier and more resilient you and your team are, the healthier a business has the chance to be.

## KEY DETAILS



### MODE

Virtual



### SEMINAR STRUCTURE

- Virtual workshops x 4
- Podcasts x 1



### DURATION

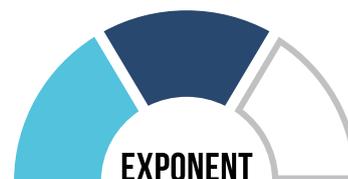
4 weeks

### WHO SHOULD ATTEND:



- Those entering the defence market and wanting to know more about it.

This seminar is relevant to all SMEs interested in supporting defence. Many SMEs employ defence veterans and work on high-profile defence projects in stressful environments. This can be a very unique experience with significantly increased mental health risks to be managed.



**VIEW THE DATES OF THIS COURSE AND REGISTER YOUR INTEREST HERE**





## WHAT TOPICS WILL BE COVERED?

- An introduction to the concepts of mental health and wellbeing relating to a defence environment
- Identifying mental ill-health in the SME and defence influenced workplace
- Employing safe language when communicating around mental ill-health and suicide
- Effective communication with sufferers of mental ill-health, including understanding veteran sensitivities
- Workplace strategies to enhance mental health and how this might be adopted in a defence context

**Please note:** All of the health workshop discussions will be supported by defence environment-specific examples and situations relevant to SMEs entering the defence workplace or supply chain, as well as veteran workforce considerations.

## EXPECTED OUTCOMES:

- Identify and discuss the differences between mental health and wellbeing, mental ill-health, and mental disorders
- Identify the main signs and symptoms of mental ill-health
- Identify the different impacts of mental ill-health on individuals
- Identify protective and preventative factors for mental health
- Identify the main factors of a neurobiological framework for mental health and wellbeing
- Develop an in-depth understanding of the issues behind problematic language and the potential impact it may have on perpetuating stigma and inhibiting help-seeking behaviour
- Identify and employ safe language when communicating about mental ill-health or suicide
- Identify language that can be stigmatising when referring to mental illness
- Identify areas of stigma relating to mental illness, specifically how stigma impacts people with mental ill-health
- Identify effective strategies for communicating with a person who may be experiencing mental ill-health
- Confidently incorporate appropriate help-seeking information and support pathways in relevant communications
- Identify why implementing self-care strategies is important
- Develop coping strategies to implement self-care and positive mental health
- Identify some coping skills that people with mental ill-health may find helpful
- Identify workplace strategies to enhance mental health.



### FACILITATOR

### DR SALLY FITZPATRICK



Dr Fitzpatrick oversees a range of projects including Ahead for Business, a digital hub supporting the mental health and wellbeing of small business owners and those that support them. Dr Fitzpatrick is a clinical psychologist and researcher who is passionate about understanding the factors that contribute to the mental health and wellbeing of all Australians. She is particularly passionate about translating this knowledge into evidence-based programs that enhance the mental health and wellbeing of our communities. She holds a Master of Clinical Psychology and a PhD, is a conjoint Senior Lecturer at The University of Newcastle and holds an Honorary Postdoctoral Fellowship with Macquarie University.

VIEW DATES, COURSE FACILITATORS AND REGISTER YOUR INTEREST  
VIA [HUNTERDEFENCE.ORG.AU/DEFENCEREADY](https://hunterdefence.org.au/defenceready)



TIMING	LEARNING MODULE	FORMAT	EST. TIME TO COMPLETE
On demand	<ul style="list-style-type: none"><li>Introduction to seminar and facilitator</li><li>Description of seminar bundle incl learning outcomes</li></ul>	Podcast.	30 mins
<b>Week 1</b>	<b>Mental Health and Wellbeing</b> <ul style="list-style-type: none"><li>Introduce participants to the concepts of mental health and wellbeing</li><li>Provide a neuro-biological framework for understanding mental ill-health in the workplace</li><li>Identify and discuss the differences between mental health and wellbeing, mental ill-health, and mental disorders</li><li>Identify the main signs and symptoms of mental ill-health</li><li>Identify the different impacts of mental ill-health on individuals</li><li>Identify protective and preventative factors for mental health</li><li>Identify the main factors of a neuro-biological framework for mental health and wellbeing</li></ul>	Virtual Workshop	30min bump in, 30mins, plus 30 chat room participation
<b>Week 2</b>	<b>Safe Communication Around Mental Ill-health and Suicide</b> <ul style="list-style-type: none"><li>Focus on safe and sensitive communication about mental ill-health and suicide</li><li>Develop an in-depth understanding of the issues being problematic language and the potential impact it may have on perpetuating stigma and inhibiting help-seeking behaviour</li><li>Identify and employ safe language when communicating about mental ill-health or suicide</li><li>Identify language that can be stigmatising when referring to mental illness</li><li>Identify areas of stigma relating to mental illness, specifically how stigma impacts on people with mental ill-health</li><li>How to communicate about mental ill-health and suicide</li></ul>	Virtual Workshop 2	30min bump in, 30mins, plus 30 chat room participation

> SEMINAR MODULE OUTLINES CONTINUED ON NEXT PAGE



TIMING	LEARNING MODULE	FORMAT	EST. TIME TO COMPLETE
Week 3	<p><b>How To Communicate About Mental Ill-Health and Suicide</b></p> <ul style="list-style-type: none"> <li>Continues the focus on effective communication with people experiencing mental ill-health or suicidal behaviour</li> <li>Identify effective strategies for communicating with a person who may be experiencing mental ill-health</li> <li>Confidently incorporate appropriate help-seeking information and support pathways in relevant communications wellbeing</li> </ul>	Virtual Workshop 3	30min bump in, 30mins, plus 30 chat room participation
Week 4	<p><b>Maintaining Mental Health and Wellbeing in the Workplace</b></p> <ul style="list-style-type: none"> <li>Focus on self-care and maintaining mental health and wellbeing</li> <li>Identify why implementing self-care strategies is important</li> <li>Develop coping strategies to implement self-care and positive mental health</li> <li>Identify some coping skills that people with mental ill-health may find helpful</li> <li>Identify workplace strategies to enhance mental health</li> </ul>	Virtual Workshop 4	30min bump in, 30mins, plus 30 chat room participation

**TOTAL COURSE DURATION** 5 hours instruction

**COURSE SCHEDULE**



**EOI cut-off:** 1 February 2022

**Successful applicants notified:** 9 February 2022

**Course joining instructions issued:** 09 February 2022

**Course timing:** 23 February – 16 March 2022  
Weekly 1-hour workshops on a Wednesday / Time TBC.

**Please note:** please review the delivery timeline for this seminar bundle via the website. It is compulsory to attend the Virtual Workshops at the scheduled times.

