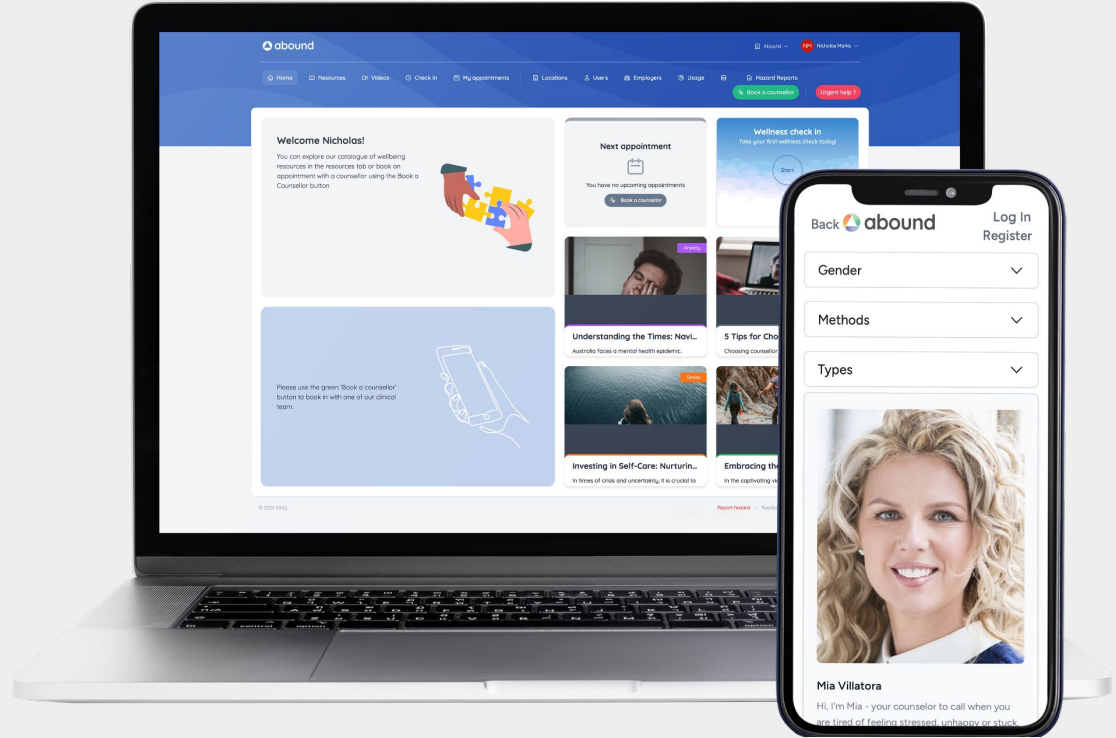




Workplace Wellbeing Guide



Our Mission

Christ Centered EAP & Workplace Wellbeing
For Human Flourishing



The Problem

9 Australians

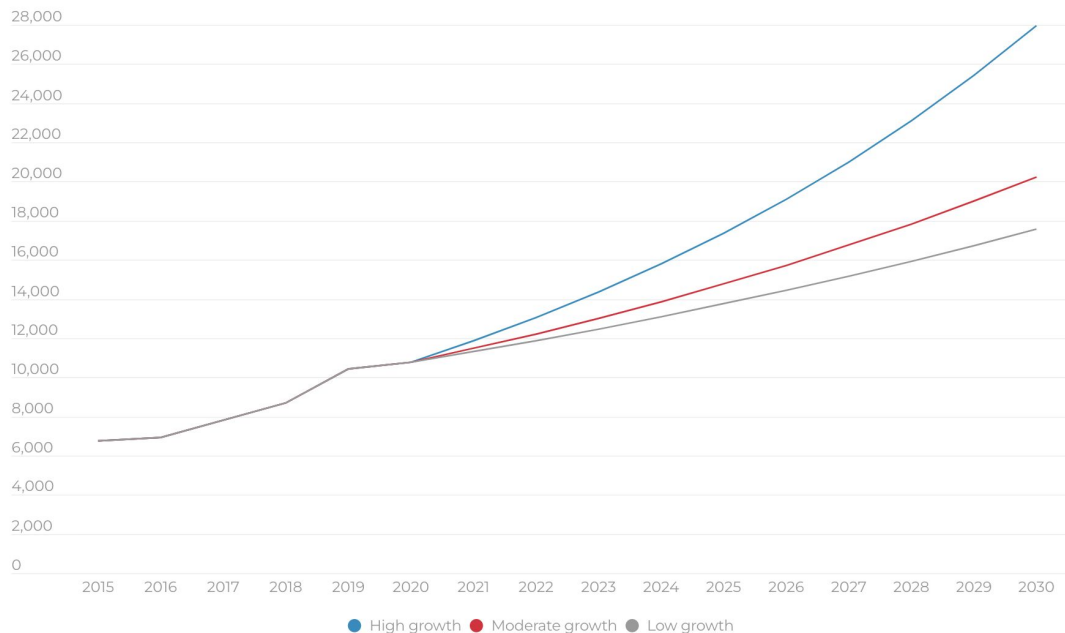
die each day by suicide.

\$5,260

the cost to business per worker per
year due to poor mental health.



Future Challenges for Business



Australian Mental Health Compensation Claim Forecast

Mental health compensation claims are forecast to **triple** in Australia within **7 years**.

This is precipitated by **regulatory change** that was released in April, 2023 regarding Psychosocial Hazards.

Key Reasons to Act

01.

A Good Investment

\$1 spent on mental health support returns \$6-\$12 for a business.

Losing an employee can cost a business up to 1.5 x annually salary through recruitment and institutional knowledge loss.

02.

Serious Costs

\$908 million is paid in workers compensation for work-related mental health conditions per year.

\$69 billion annual cost to Australian business due to absenteeism and presenteeism.

03.

New Approaches

Traditional EAP services are reactionary. A phone number to call in crisis is not supporting workers.

93% of workers who died by suicide either didn't ask for help or know where to look.

04.

Regulatory Change

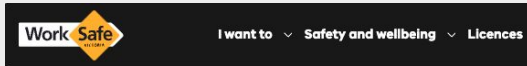
Psychosocial Hazard legislation was released on 1 April, 2023. It is now mandatory to manage mental safety.

Data & analytics can support compliance by predicting possible risk areas proactively.

A Changing Regulatory Landscape



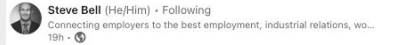
Troubled building regulator charged over suicide of inspector
theage.com.au • 1 min read



Home > News

Court body fined almost \$380,000 for deadly work culture

Court Services Victoria (CSV) has been convicted and fined \$379,157 over a toxic workplace culture at the Coroners Court of Victoria that contributed to the suicide of one worker and numerous others taking stress leave.



WorkSafe Victoria has prosecuted a Director for presiding over a business which tolerated, and did not take steps to prevent, some awful bullying behaviour of younger staff members by more senior ones.

Even before the introduction of the specific #occupationalhealthandsafety Regulations requiring the proactive management of #psychosocialhazards in Victoria, the criminal sanctions under the OHS Act are being used to full effect to bring the duty to manage these sorts of hazard to the most senior level in organisations.

Based on my awareness of current investigations across a number of Australian States, we are going to see quite a few more of these sorts of cases in 2024.

Bully boss fined \$60,000 for terrorising apprentices

worksafe.vic.gov.au • 1 min read

The director of a Tullamarine glass company who subjected two apprentices to ongo...



Thanks very much for sharing [Steve Bell](#). It's really interesting to see how Worksafe Victoria are pursuing these cases now the psychosocial hazards regulations have come into force.

This will be useful information for regulators in other jurisdictions like [WorkSafe New Zealand](#) to see how enforcement action is being pursued across the Tasman.

Corporate Giant Accused of Systemic Workplace Bullying and Harassment

07/02/2022 BY SONIA HICKEY

FACT CHECKED



Bullying, harassment and lack of trust reported at SA Forensic Mental Health Service, review finds

The report found a "significant number" of staff reported bullying and harassment, and many claimed they did not feel psychologically safe at work.



Australia news

Australia's public servants reported hundreds of bullying allegations in recent months

Volume of allegations suggests harassment and discrimination remains a problem within the government workforce



+ Follow

You can't manage what you don't know. Too many organisations choose to fly blind in relation to many risky business practices, by not proactively facilitating staff reporting of occurrences that are risky, in a way that staff may reasonably be expected to use the reporting channel. Many CEOs say their door is open, but only alpha employees have the courage to go through that door. Many reporting systems are so un-user-friendly that they are seldom used. There is a growing trend of regulators and courts to penalise organizations that do not address these deficiencies.



Court body fined almost \$380,000 for deadly work culture | WorkSafe Victoria

worksafe.vic.gov.au • 2 min read

Chevron bullying, sexual harassment problem laid bare in employee workplace culture report

By Nicolas Perpitch

Posted Tue 29 Nov 2022 at 3:07pm, updated Tue 29 Nov 2022 at 7:14pm



The Modern Safety Climate

A psychological safety climate refers to the feeling workers have regarding procedural justice being followed. It is a workers feeling on whether the correct processes and procedures will be followed to improve outcomes if incidents or issues are reported.

It is critical to look at Psychosocial injuries and psychosocial risks within the workplace through a multifaceted lens as these risk factors are complex and cumulative in the way that they present.

A key challenge with existing Psychological safety tools is they fail to meet the needs of non-traditional workplaces and are based on an old Job Demand Resource (JDR) model.

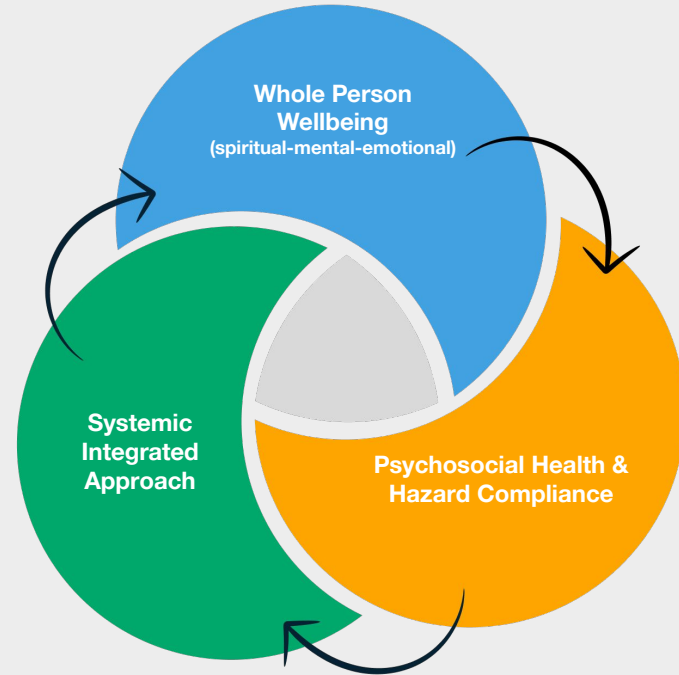


How abound works

At abound, our aim is to partner with organisations to support the spiritual mental and emotional health of their employees and integrated a proactive approach to Psychosocial Hazard management.

Our tailored Psychosocial Safety screening tool addresses gaps in existing tools and takes an industry specific approach considering the unique challenges and risks associated with workplaces in your industry.

The emphasis on an integrated approach involving supporting worker wellbeing while managing a psychological safety climate underscores our commitment to human flourishing through optimising the wellbeing of the whole person, preventing psychological injuries and improving workplace culture.



A Complete System



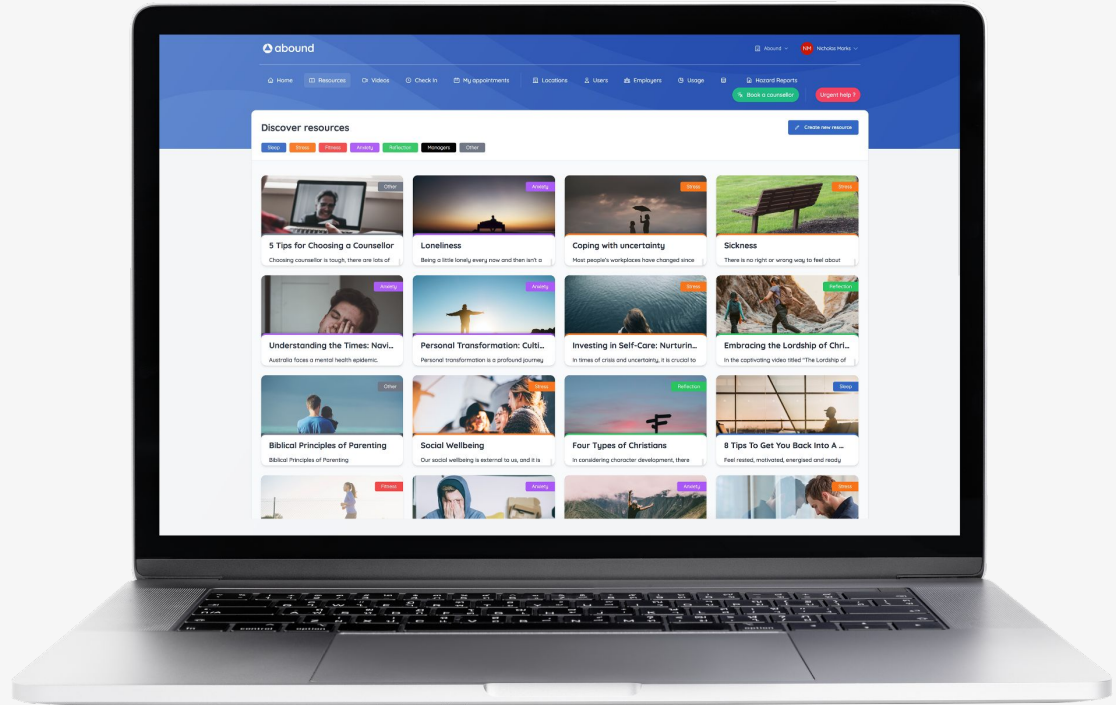
One platform integrating **Wellbeing** & **Compliance**.

Content

We have been leaders in transformational training for over 25 years with an alumni of over 10,000 people. Our approach proactively integrates formation, skills, knowledge and vocation together to help both preventatively and restoratively. Meeting people and teams where they are at.

We have content that address topics ranging from self care to having crucial conversations with your team about mental and emotional health.

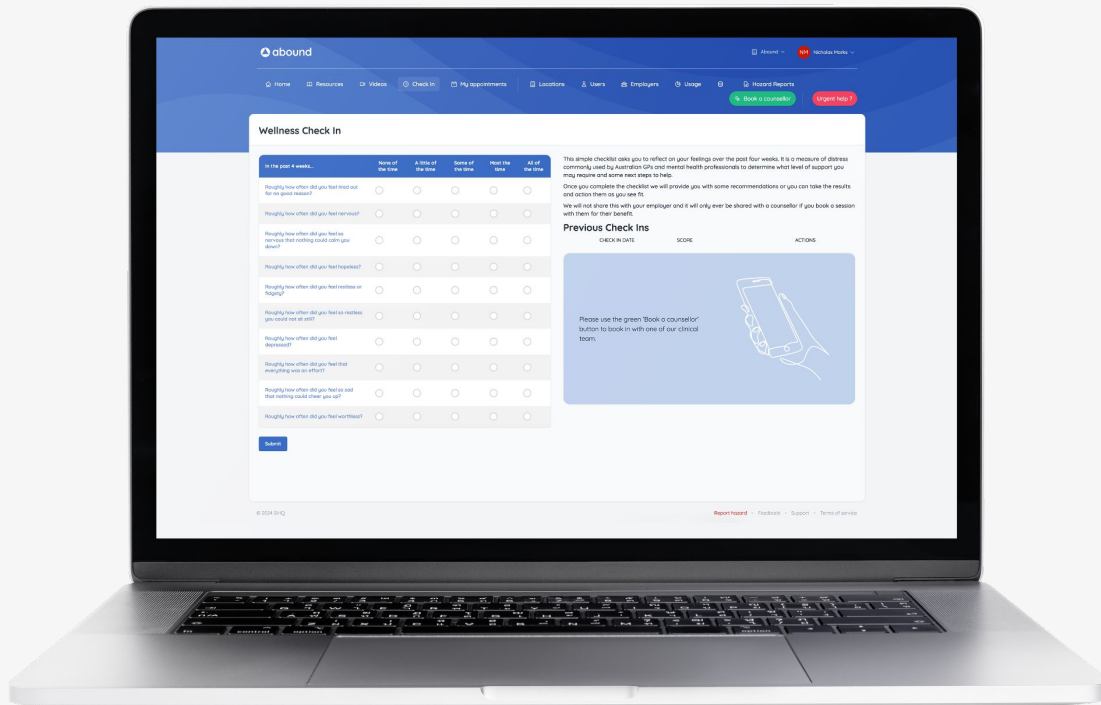
All our online modules are available 24/7 on any device and provide context to each issue, some suggestions of activities that might help, and then where to go for additional support.



Check-Ins

Abound prompts workers to complete wellness check-ins once a week. Depending on the score, we can then provide suggested next steps, whether that be a piece of wellbeing content or an appointment with a counsellor.

We can track these scores and provide de-identified data to you within an analytics dashboard to see trends and variations in your team month-by-month.



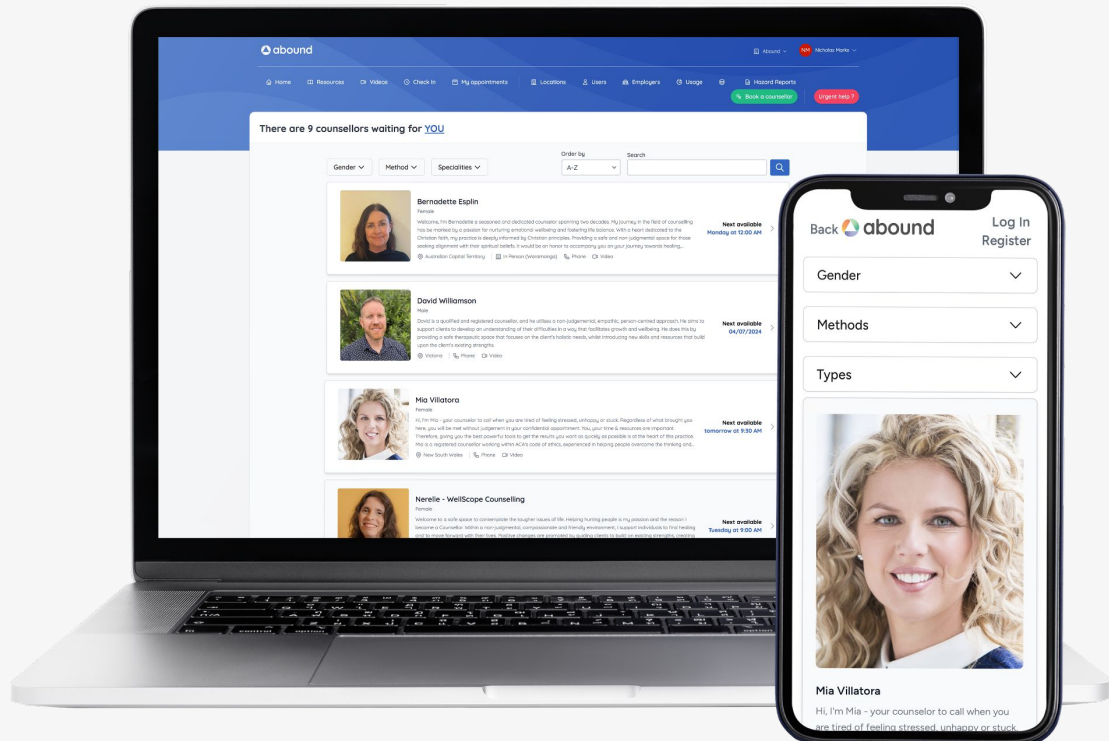
Counselling

We believe that staff should have the power to **choose the best Christian Counsellor for them.**

Users can review our catalogue of counsellors, view their potential therapists interests and information, find a time & date that is suitable and then select the method of their appointment.

Over the past 12 months we have seen 95% of our appointments being completed via telephone or video.

We can set counselling limits as you prefer and will engage with you directly on a case by case basis to approve more if required. It is important to note, our Counsellors are trained to work with people of any belief system, are client focussed, professional and confidential.



Psychosocial Hazard Definition.

In April 2023, important changes came into effect with Commonwealth Work Health and Safety Regulation 2011 prescribing how Directors and PCBUs must manage hazards and risks to workers' psychological health and safety.

According to the Federal Work Health and Safety Amendment a psychosocial hazard is a hazard that:

(a) arises from, or relates to:

- (i) the design or management of work; or
- (ii) a work environment; or
- (iii) plant at a workplace; or
- (iv) workplace interactions or behaviours; and

(b) may cause psychological harm (whether or not it may also cause physical harm).

Psychosocial Risk Definition.

Similarly to physical risk, a psychosocial risk refers to the likelihood and degree of harm that could occur as a result of exposure to a hazard.

An important note is that unlike physical risks not all psychosocial risks can be eliminated.

A psychosocial risk must meet the below criteria to be considered a hazard;

- **It is ongoing and enduring**
- **Poses a risk to a worker's psychological wellbeing**

Psychosocial Hazards are workplace-related hazards that can cause physical or psychological harm.

Your Duties.

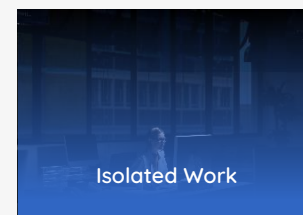
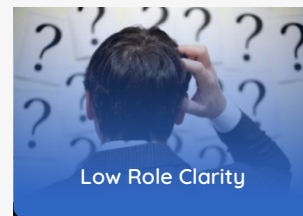
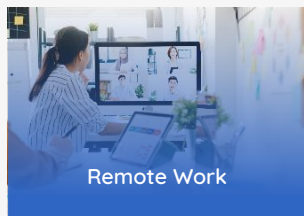
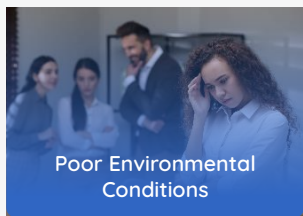
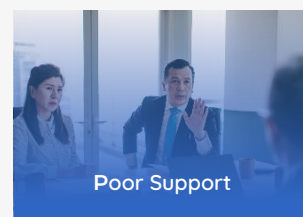
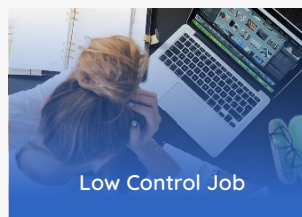
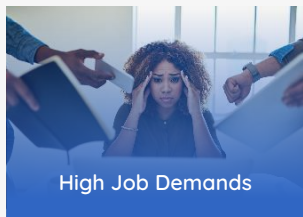
Prevent Harm *(Requirements under the WH&S act)*

- Identify work-related hazards and risks
- Assess these risks (where the complexity and degree of risk are not known)
- Control risks through effective measures to eliminate them
- Consult your workers when required to maximise outcomes

Intervene Early *(Requirements under both the WH&S act and Workers compensation laws)*

- Review control measures and if required take action to improve controls
- Support workers showing signs of distress and modify the environment accordingly
- Provide early assistance for individuals who have an increased risk of injury including facilitating access to mental health services.

Psychosocial Domains.

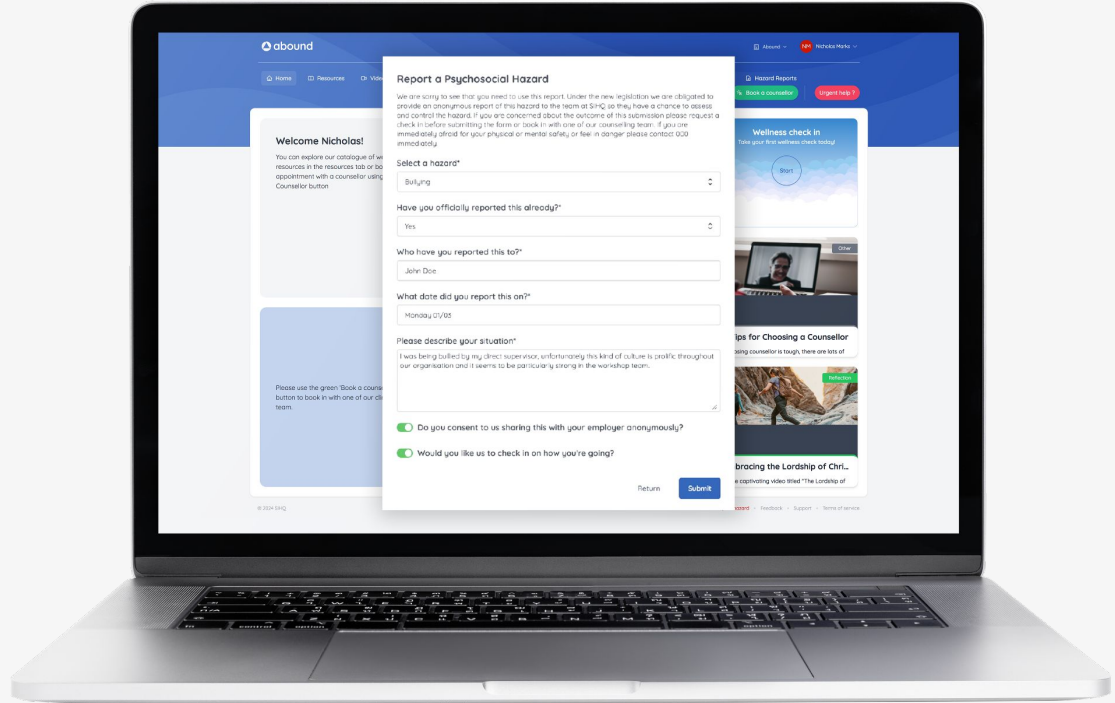


Psychosocial Hazards

The new laws places a positive responsibility on all Directors and Managers to treat mental hazards the same as physical hazards in the workplace.

The challenge with these hazards is that they often **fly under the radar** and go unreported. This is due to the nature of the hazards and the sensitivity around openly discussing them, such as bullying, violence or sexual harassment.

Abound is the only EAP on the market that allows workers to anonymously report hazards as well as request a check-in by one of our counselling team if they are in a state of high stress.

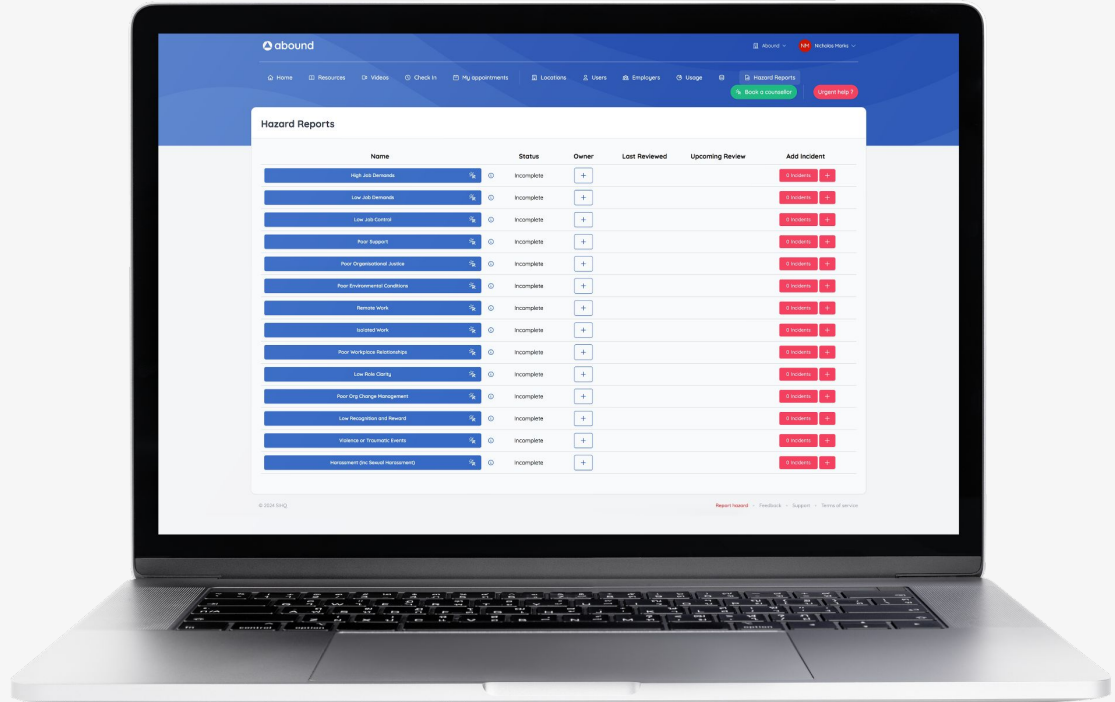


Psychosocial Hazards

Abound allows you to log incidents, assessments, controls and reviews in one or multiple locations as well as report on how many outstanding hazards you have within your organisation.

You will be alerted when an assessment is coming up for review to make sure you are applying best practice and ensuring **compliance with the legislation**.

This can give you a clearer indication of where you need to focus your attention when it comes to training or education to prevent the likelihood of major incidents occurring.

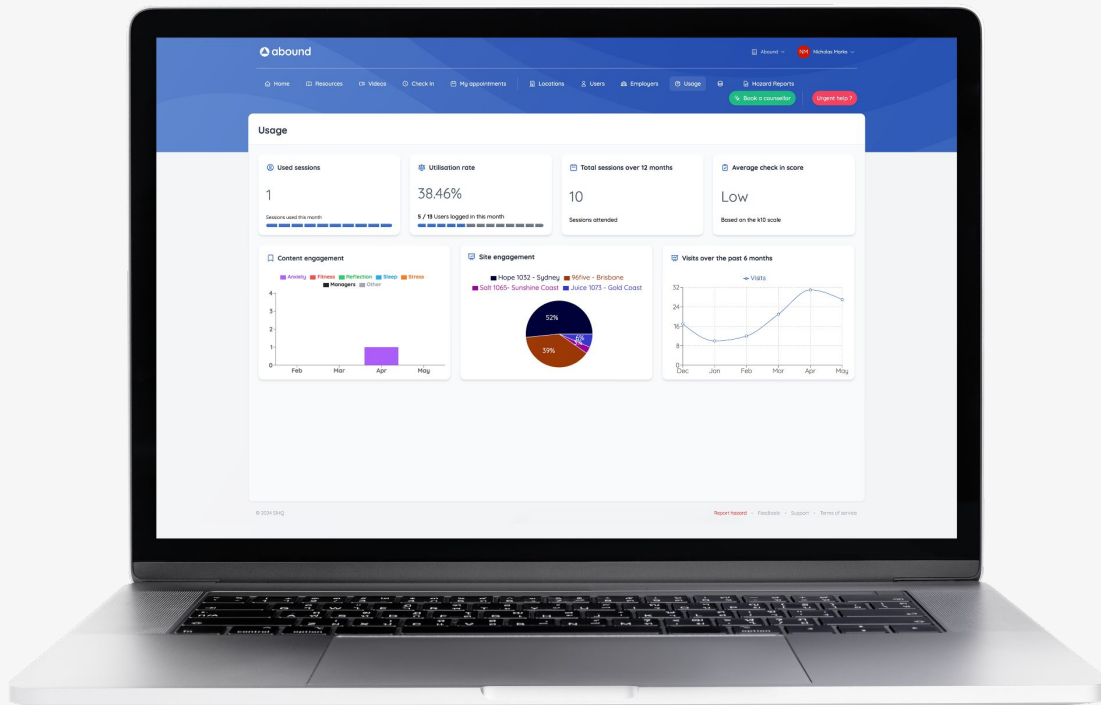


Reporting

About allows you to create business segments and view real-time analytics, including:

- Sessions per month
- Utilisation rate
- Hazards reported
- Content engagement
- Location based engagement

As an admin level user you can also view time-series worker sentiment data across your organisation. Reporting for multiple locations is also provided you can see own performance and (personally de identified) data.



Transformational Training

With over 25 years of training experience, abound can offer training across many different aspects of wellbeing, spiritual formation, organisational health and leadership, including:

- Self Care - Rhythms of Work and Rest
- Mental & Emotional Health & the Workplace
- Christian Spiritual Formation
- Adaptive Leadership
- Organisational Health & Systems Theory
- Psychosocial Hazards
- Active Listening
- Team Coaching
- Navigating Change & Transition
- Core Counselling & Coaching Skills
- Trauma Informed Care

With many more topics and areas of training you can tailor the training to suit the needs of organisation

abound
at work

Transformational Training

1 - 2 Hour Workshops

Our initial workshop can be designed as either a 1 or 2 hour workshop and run remotely via zoom or in person and covers up to 10 topics depending on your specific desired business outcomes.

Half - Full Day Workshops

Extended workshops that cover half to a full day allow for a more collaborative session involving role playing, skills and discussion forums. This ensures that every attendee has the chance to fully understand the topics being covered and ask any questions that directly apply to their work and life.

Based on years of experience delivering training and content that provides the knowledge and skills of practical application for understanding and managing wellbeing within teams and businesses.

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Additional Support

Abound supports our clients with challenges that are outside of the traditional remit of counselling intervention.

This can include but is not limited to:

- Critical Incident Support
- Conflict Management and Mediation
- Leadership and Management Coaching
- Workplace Wellbeing Training and Education

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For Human Flourishing



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