

Skodel

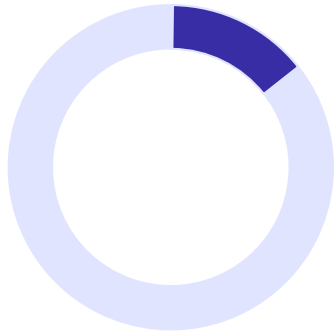
Reducing and addressing mental health risks



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A workplace realignment to mental health

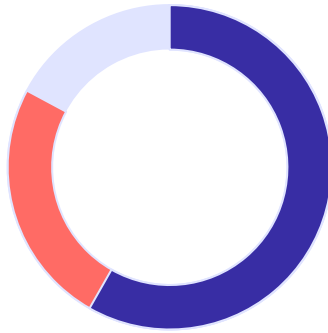
92%



Success rate

92% of mental health claims are successful

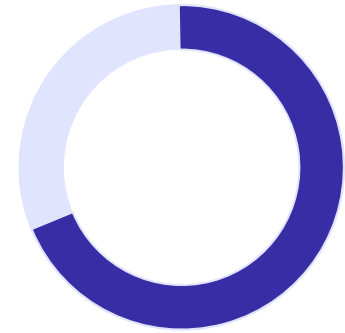
46%



Increase

In claims 2019-22. Now make up 35% of all claims

31%

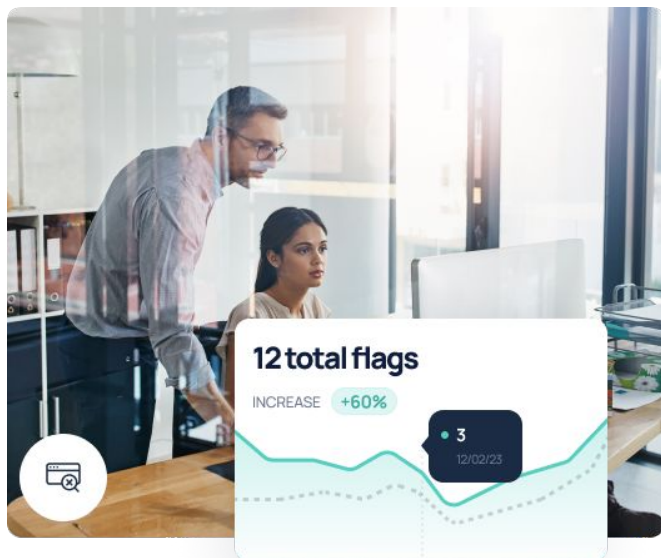


Speak up

Only 31% will speak up, making it difficult to see

The problem

Leaders are mandated to have processes in place for identifying psychosocial hazards, yet it is hard to know what to do when they are identified. What control measures are needed and how these are implemented to ensure individuals and organisations are protected.



To prevent work-related mental injuries, employers should:

- Promote a positive workplace culture that encourages trust, respectful behaviours and quality communication.
- Consult with employees when identifying and assessing any risks to their psychological health and determining the appropriate control measures.
- Implement policies and procedures for reporting and responding to psychosocial hazards such as workplace trauma, bullying, interpersonal conflict, violence and aggression; and reviewing and updating risk controls following any incidents.
- Regularly ask employees how they are, encourage them to discuss any work-related concerns and, where required, implement suitable support and controls.

<https://www.worksafe.vic.gov.au/news/2023-10/court-body-fined-almost-380000-deadly-work-culture>

Current approaches

1

EAPs & support services: While important, they are a control measure and do not identify risk or provide reporting on number of incidents that exist.

2

Peer support programs: Great for solidarity but supporters aren't trained mental health professionals and it doesn't provide auditable and usable data.

3

Surveys & check-ins: Helpful at uncovering risks but it is usually left in the hands of busy leaders to resolve mental health issues.

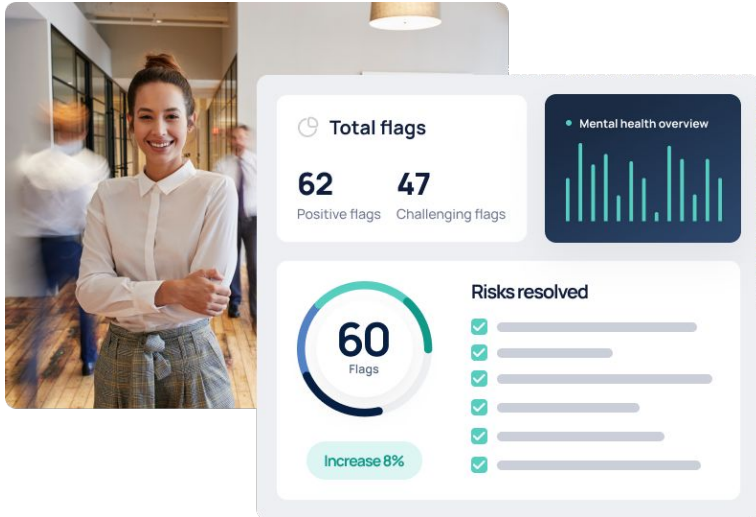
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Workshops and training: Can build awareness but they're not designed to address serious issues. They also don't provide auditable and usable data.

**Another approach is to distance yourself from serious issues but this increases risk of turnover, legal and reputation damage and prolonged performance issues.*

Skodel's approach

We assign a dedicated organisational psychologist to work with you to proactively check in on wellbeing, support, triage risks and report to senior leadership. This person supports the implementation of Skodel alongside current processes and ensures there are auditable and safe processes for addressing psychosocial hazards.



Aligned to WHS psychosocial legislation



Our alignment:

Skodel endorses the WHS framework for managing psychosocial hazards as a robust methodology for cultivating psychologically safe work environments. Our features and ancillary services protect staff and organisations from mental health risks, they include:

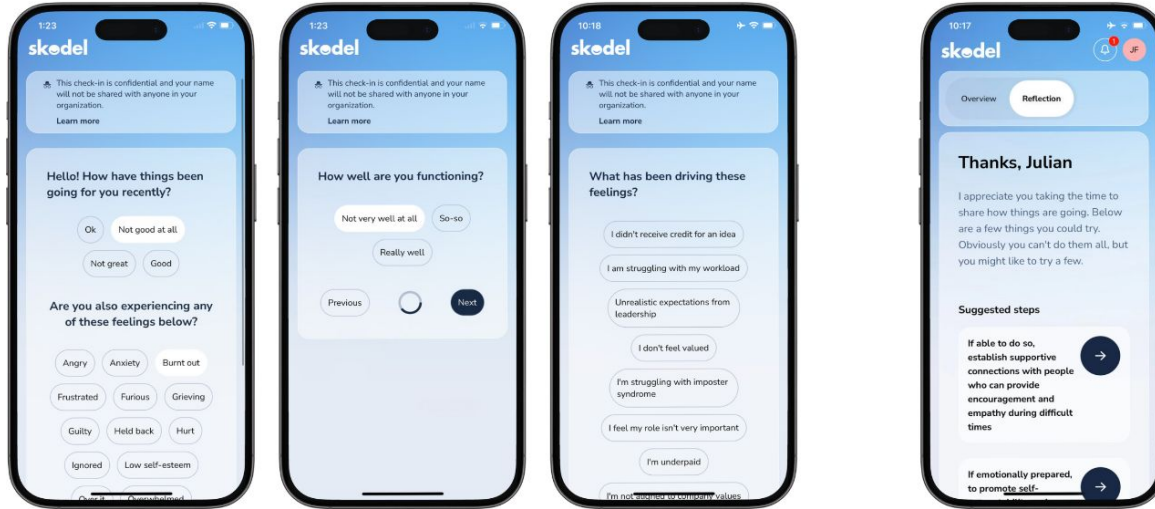
Identify and assess: Quarterly one-minute check-ins and concern lodging.

Control measures: Automated and personal support options to address mental health risks promptly.

Review of control measures: Comprehensive reporting tools and support to review effectiveness.

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Example Skodel workflow



Identify and assess



Quarterly 1 min check-ins. Understand how staff are going, its impact on functioning and the reasons behind it.

Control measures



Immediate tiered support based on responses.



Review effectiveness



Easily identify number of staff reporting burnout, categorise impact and the reasons behind it.

The value

1

Risk mitigation and professional oversight. Complex mental health issues are managed with professionalism to safeguard your organisation against liabilities.

2

Data driven strategy and actionable insights. Identify systemic issues that can be adjusted to eliminate mental health hazards and build a safer place to work.

3

Proactive psychosocial support and early intervention. Identify and address issues early before they impact turnover and drops in performance.

4

Enhanced organisational culture and reputation. Position your organisation as socially responsible and build internal and external trust in this.

The team

Our team has a strong background in mental health and secure technology development. It includes clinical psychologists and people and risk specialists with psychosocial legislation expertise. We've worked in psychiatric crisis teams, designed enterprise risk and response systems, developed crisis prevention programs and deployed technology solutions in over 200 organisations, including government departments.



Our work

Skodel works primarily with safety and wellbeing leaders across education and workplaces to detect, prevent and address mental health risks early. Our services have been used by organisations such as the Department of Education Victoria, Stamford International and Excelsia College.

Users

100K+

Over 100,000 people use Skodel to share mental health concerns and access support

Organisations

200+

Over 200 organisations use Skodel to manage mental health safety

Impact

88%

Of users reported that Skodel improved their wellbeing and safety

Why Skodel?

Skodel distinguishes itself through its partnerships with leading psychologists and psychosocial legislation specialists. This means, with Skodel, you don't just get survey and support technology, you get the human expertise to implement it effectively and, most importantly, safely inside your organisation.

Thank you.

If you would like to arrange a discovery call, our workplace executive contact details are below:

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Phone: +61 439 990 641

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Key insights from Allianz workplace survey

- 46% increase in mental health claims (2019-2023) and these claims were responsible for around 69 employee leave days per claim
- 39% increase in average days taken off work due to mental health
- In Australia, \$543 million was paid out in mental health claims
- 60% of managers say their organisation goes above and beyond while 33% of employees share this sentiment
- 41% of surveyed employees are likely to leave their job in the next 6-12 months
- 31% of employees feel safe speaking up when they have an issue
- Psychological injury claims are on average, up to four times higher per annum than for claims relating to physical injuries, and on average take longer to recover

Initiatives Australian workers would like introduced into their workplace to help address mental health in the future.⁷

Initiative	Percentage of Australian workers
Flexible work options	41%
Additional paid leave, including mental leave	38%
More open conversations and employee check-ins	34%
Introduce workplace wellbeing programs	33%

Key Statistics – YouGov

- The large majority (80%) of Australian workers would like their employers to introduce resources or initiatives in the future to properly address mental health in the workplace. *YouGov Future Thriving Workplaces Worker Research, Question 8*
- The most reported behaviours that workers claim have negatively influenced their mental health are ineffective or unfair management (39%), workplace culture (33%), bullying and harassment (24%), and organisational structure (24%). *YouGov Future Thriving Workplaces Worker Research, Question 1*
- 50% of managers say that as a result of the COVID-19 crisis they now feel they have more responsibility for their employees' mental health at work. *YouGov Future Thriving Workplaces Manager Research, Question 5*
- 55% of managers say their organisation now plans to implement mental health initiatives within the next 12 months. *YouGov Future Thriving Workplaces Manager Research, Question 6*
- 47% of managers think there is a stronger need for mental health initiatives in their industry. *YouGov Future Thriving Workplaces Manager Research, Question 10*
- 38% of workers believe that mental health issues will not be taken as seriously as physical illnesses. *YouGov Future Thriving Workplaces Worker Research, Question 10*

Leadership-driven empathy: Fostering mentally healthy workplaces

To tackle stigma and negative behaviours, Australian employees feel the first step to mentally healthy workplaces is starting with conversation around mental health. Three in four Australian employees surveyed (75%) agree there must be more dialogue and discussion around mental health and wellbeing at work. Awareness days – such as Mental Health Awareness Month in October – can be a means of encouraging conversations and garnering advocacy to destigmatise mental ill-health – a key factor in implementing effective mental health programs for employees.

Recent case - Court Services Victoria

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

CSV admitted it failed to conduct any adequate process to identify risks, and any adequate risk assessment of the risks to psychological health of employees at the Coroners Court.

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- Regularly ask employees how they are, encourage them to discuss any work-related concerns and, where required, implement suitable support and controls.
- Have systems in place for workforce planning and workload management to ensure that employees have sufficient resources and a realistic workload.
- Develop skills for leaders through coaching, mentoring and training to improve the support of employees.
- Seek and act on feedback from employees during any organisational change process.
- Inform workers about their entitlements if they become unwell or unfit for work.
- Provide appropriate and confidential channels to support workplace mental health and wellbeing, such as Employee Assistance Programs.