NRSPP
NATIONAL ROAD SAFETY
PARTNERSHIP PROGRAM

Mental Illness in the Transport Industry

What is a mentally healthy workplace?

A mentally healthy workplace is one that protects and promotes mental health and empowers people to seek help for depression and anxiety, for the benefit of the individual, organisation and community.

Benefits of a mentally healthy workplace:

Workers say:

They will be able to bring the best version of themselves to work

It will increase employee productivity

Optimism about completing tasks would improve

Absenteeism would decline

Positive change to create a mentally healthy workplace is happening in small ways in the industry

"I suffered anxiety when my marriage broke down. The company supported me at the time and I'm still there"

In 2019, the overall industry scores on the following mental health actions increased slightly:

The mental health policy, strategy or action plan can be seen in action.

People have the skills and expertise to support other's mental health.

Efforts are being made to help people find purpose and meaning in their work.

The culture encourages open discussion about issues that affect mental health and wellbeing.

But the transport industry is still lagging behind

1 in 3
workers believe their workplace is taking action to improve mental health and wellbeing.

"We have lives, and we have dreams and aspirations, just like everyone else — but we're treated as bottom feeders. If the industry, the general public and the government want things to change for the better — we've got to change the culture[5]."

Critical success factors for creating a mentally healthy workplace

Commitment from senior organisational leaders
53% of workers would not disclose a mental health condition if they believed workplace mental health was not valued by the CEO.

Employee participation
"Employees have first-hand experience of mental health risks and protective factors in the workplace, so they're a great source of ideas."

Ongoing communication of commitment, plans and actions to employees, clients and other stakeholders.

What do industry workers say will improve their mental health and wellbeing in the workplace?

Invest in better systems, processes and IT infrastructure, especially for communication

Provide cover for all staff if they're sick

Address workers who are not performing their duties as expected

Provide in-house mental health and wellbeing specialists

Offer alternative duties for workers undergoing treatment for workplace mental health issues

Include mental health in all return to work policies

Create a plan to prevent stress more effectively at the end of each month

Educate all managers and staff about mental health and wellbeing issues