

IN BLOOM PROJECT

We help companies capitalise on their #1 asset, their people.
We do this by improving wellbeing of individuals, teams, and organisations.

Retain and help grow your Employees

In a 2017 survey, HR consultancy Mercer found that companies who do the most to promote wellbeing have lower turnover rates.

Companies with five or more wellbeing best practices had an average turnover rate of 18%, while those with zero to two best practices had average turnover rates of 29%.



Financial Case

- For every **\$1 invested in mental health initiatives there is an average \$2.30 return** on investment.
- An employee with a **mental health related claim has an average of 16.2 weeks away from work** – 3 times higher than for other claims.
- **Mental illness is the leading cause of sickness absence and long-term work incapacity** equating to \$17 billion lost to Australian businesses each year.
- By creating mentally healthy workplaces, workforce participation rates can improve by 30%.

Source: PWC. **Creating a mentally healthy workplace: Return on investment analysis.** Sydney; 2014

Wellbeing Case

- Mental disorders account for 12% of Australia's total burden of disease and injury.
- Only 22% of full-time workers with signs of common mental illness receive treatment for their mental health problems.
- Mental Health training has been identified as a key action that supports a mentally healthy workplace and positively impacts on the mental health of employees.

Sources:

1. PWC. **Creating a mentally healthy workplace: Return on investment analysis.** Sydney; 2014
2. Australian Institute of Health and Welfare. **The burden of disease and injury in Australia, 2015.** Canberra; 2019

Risk Reduction Case

- Every Australian business has a legal responsibility to provide safe and healthy workplace environments.
- Providing reasonable adjustments and support for people experiencing mental illness can reduce incidences of discrimination.

Source: Heads Up. **Legal Rights and Responsibilities.** Available here.

Culture Case

- Workplace culture is important to maintaining productive, engaged and healthy staff.
- Workplaces that engage with mental health training report improvements in staff conversations and connection over mental health topics.
- Reducing stigma and increasing awareness can improve interpersonal and team relationships and communication.

Source: Seppälä E, Cameron K. **Proof that positive work cultures are more productive.** Harv Bus Rev. 2015



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