

AIM WA PULSE SURVEY

MENTAL HEALTH SPOTLIGHT FALLS ON PUBLIC SECTOR

The belief that the private sector is less sympathetic and supportive of employees who disclose their mental health concerns than the public sector is challenged in the latest AIM WA member and client Pulse Survey.

This is not to suggest the private sector has nothing to worry about, as the overall results still highlight significant problems in every sector. **The potential for stigma and repercussions from disclosing that you have a mental health issue are still enough to dissuade the majority of people from speaking up in their workplace.**



Disclose physical illness



Disclose mental illness

Whilst 67% of respondents said they would be Likely or Highly Likely to disclose a physical illness to their employer, this measure of likelihood drops to just 21% for a mental illness

Reluctance to disclose a mental illness was consistent across every age group until age 56, then, it dropped further to just 17%. Bigger employers with 200+ employees were the least likely to have people disclosing their mental illness at 17%. **Private sector** organisations were better at 25% compared to **Public sector** organisations at 16%.

Hierarchy makes a difference. 49% of those identifying as CEO or MD level said they would be willing to disclose their illness.



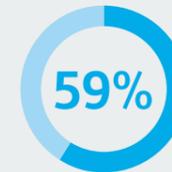
Mental Health Week provides another opportunity for you and your team to talk more openly about mental health in your workplace. These PULSE SURVEY results may help stimulate a conversation and provide pointers to ways in which you can be more supportive of your colleagues and increase the likelihood of people disclosing their physical and mental health conditions.

In partnership with Lifeline WA, the Institute has a suite of development programs that may help you and your organisation move forward on this important topic.

Please call on 9383 8000 or visit aimwa.com if you would like more information.

SURVEY FINDINGS

The stark differences between the sectors are evident when respondents were asked if their employer would be supportive if they disclosed a mental illness.



of respondents from the Private sector Agreed or Strongly Agreed that their organisation would be supportive.

This figure drops significantly to



for respondents from the Public sector.

Even those from Not-for-Profit organisations rated lower at



The sector differences continue in relation to probability of negative stigma associated with disclosing mental illness.

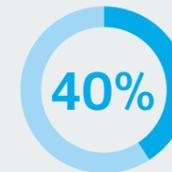


Agreed or Strongly Agreed that negative stigma would exist after the disclosure in the Public sector

In the Private sector, the result was



The implications of this negative stigma may be represented in the employer's view of the person's employability in the future.



Overall, 40% felt the disclosure of a mental illness would influence their employer's view of their future employability

The prevalence of mental health issues in organisations raises serious concerns for everyone.



Only 3% of respondents felt mental health was a non-issue in their organisation. 22% said it was not very prevalent, whilst 48% said it was prevalent or very prevalent. The remainder indicated "I don't know".

Once again, the prevalence was reported as much higher in the **Public sector**.



Slightly more than **half (58%) of respondents felt they had the skills and knowledge to respond** appropriately to a work colleague who disclosed they were suffering with a mental illness.

This highlights an opportunity for organisations to provide some development for staff and signal their desire to create a more supportive environment.

