



Recovre Mental Health Service Lines

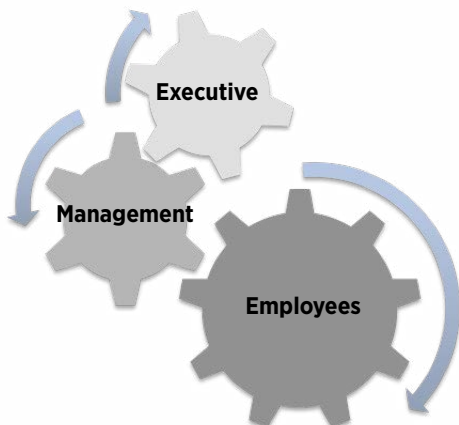
Building on our longstanding commitment to occupational health and safety, we are proud to launch Recovre Mental Health (RMH).

The workplace as a system

RMH's approach to mental health challenges in the workplace is to consider the overall mental health of the workplace system. In drawing on general systems theory, mental health and wellness in the workplace is a function of how efficiently the system is operating.

Systems theory acknowledges that any system is greater than the sum of its parts and that any disturbance at one point in the system has effects at other points or levels.

A simple model of a workplace system generally has an executive, managerial and workforce component. These components are interconnected and interactive. A disturbance at the executive level will distribute throughout the workplace system in ways that may not be apparent to those involved.



The other critical assumption of systems theory is that disturbances in the system produce problematic phenomena. In the example of a family system, a child with a behavioural problem is often the consequence of disturbances in the family that may be removed from the child – such as grandparental death or illness or parental marital problems. In the same way, problems in the workplace system at a management level may manifest as problems such as bullying.

How do we help?

Our approach is to attend to the overall “mental health or wellness” of the workplace system. We conceptualise problems involving individual or small groups of workers, or the workplace system broadly, in terms of the overall mental health of the workplace. By developing relationships in which we understand your business and its unique challenges, RMH can be proactive in the prevention of or early intervention in psychological injury and reduce the negative effects of disturbances in the workplace system.

1. Enhanced Employee Assistance Program

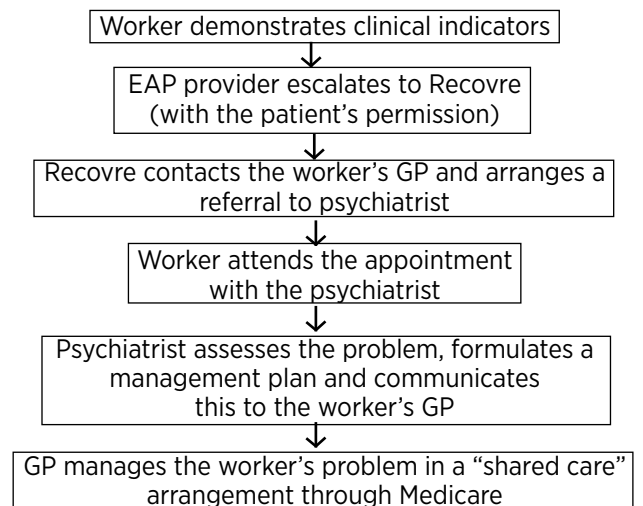
Access specialist care when really needed

Employee Assistance Programs (EAP) usually involves employers funding third party providers to deliver brief psychological interventions to employees and their families.

What is enhanced EAP?

Recovre's enhanced EAP service provides workers who display significant distress on a psychometric measure, have a diagnosable psychiatric disorder or whose distress poses a risk to their welfare access higher level specialist care when they really need it.

How does enhance EAP work?



Is the process confidential?

Recovre's enhanced EAP is in confidence between the worker and the clinical service providers.

What feedback does the employer get?

To ensure the enhanced EAP service is being used appropriately, the employer receives regular reports of clinical activity, including summaries of the number of workers with particular diagnoses and what types of treatment plans were initiated.

What are the costs?

Because Recovre's enhance EAP process utilises the Medicare system, the costs to the employer are reduced. The employer contributes to a co-payment towards the psychiatric assessment either through a specific retainer, on a “user-pays basis” or out of the existing EAP budget.

We have a contract with another EAP provider

An employer may direct the other provider to enter into a Service Level Agreement with Recovre to ensure both that the employer's workforce have access to the enhanced service and that the service is being used appropriately.



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2. Integrated Executive Health & Wellness Program

The benefits are clear

There is clear evidence that providing health and wellness programs to workers improves productivity, reduces absenteeism, sick leave utilisation, presenteeism and worker's compensation claims.

Most of the current wellness programs offer assessment and intervention in physical health and healthy lifestyle.

How is Recovre's program different?

Recovre's Integrated Executive Health and Wellness Program provides managers with a comprehensive suite of assessments and interventions to address sustainable healthy lifestyle modifications, physical and psychological health.

The program has three phases – participants complete a comprehensive health and lifestyle questionnaire, undergo routine blood and urine testing and consult with one of Recovre's Occupational Physicians. They then participate in a two-day "offsite intensive" program during which they receive education and skills training in mental health, psychosocial stress, management of change at different life stages, adult relationships, mental health literacy, cardiovascular and skin health and the state of the art in exercise physiology.

During the offsite intensive phase of the program, participants have one to one interactions with a professional fitness trainer and a clinical psychologist to identify challenges and work towards sustainable changes in their lives. This prevents the onset of more serious physical and psychological problems. The final phase involves follow up sessions with both the clinical psychologist and fitness trainer to monitor their progress and plan ahead for long-term strategies to maintain health and wellness.

How is the program delivered?

The program is usually offered in groups of 10 in "public" and "closed" groups, however larger groups of participants can be arranged.

Find out more

Contact Recovre at:
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1300 550 276

3. Anti-Bullying Program

An organisation-wide approach

The core philosophy of Recovre Mental Health is that workplaces operate as complex systems. Our assumption is that problems such as bullying in a workplace are manifestations of challenges within the system that may exist at different levels or locations within an organisation. As such, the best approach is to take an organisation-wide approach to the problem of bullying, utilising a specific psychosocial risk assessment process.

What does it involve?

Recovre's Anti-Bullying Program comprises several phases. First, a comprehensive seminar program outlines the nature of workplace bullying as well as the implications of the recent changes to Commonwealth legislation around bullying.

Second, we offer specific interventions in worksites or within small aggregates or employees, such as mediation, conflict resolution and clinical service provision through Recovre's Enhanced Employee Assistance Program.

Third, we conduct organisation wide psychosocial risk assessment to evaluate how the organisation operates from a systemic perspective. We then formulate an action plan to remedy the changeable problems within the organisation to reduce the drivers of bullying behaviour

4. Organisational Psychosocial Risk Assessment and Mitigation Program

Know the risks. Formulate a plan.

Psychological stress is as much a risk to a business as natural calamity or economic downturn. Risk of psychological harm from the workplace can be mitigated by careful evaluation of different variables that increase the probability of psychological injury.

Recovre's Psychosocial Risk Assessment and Mitigation Program is based upon the same approach as that used in mental health services. Risk of psychological harm is determined by "static" and "dynamic" variables which increase the likelihood of psychological injury. Recovre's risk assessment program identifies what variables determining risk can be modified in the short and medium term and then formulates an action plan that is tailored to the needs of the business or organisation.

After conducting a comprehensive empirical study of the organisation, we present a detailed in-confidence report of our assessment of risk, with a fully costed and structured action plan to modify the organisation's psychosocial risk profile.