



**Andrew Kibblewhite** Chief Executive, Department of the  
Prime Minister and Cabinet

**Lt. Gen. Tim Keating** Chief of Defence Force

**Mental health at the frontline and from the centre**

**Unleashing the Power of Engagement – Employee Engagement in Health and Safety**

# Department of the Prime Minister and Cabinet

OUR MENTAL WELLBEING JOURNEY

# THE HUMAN COST

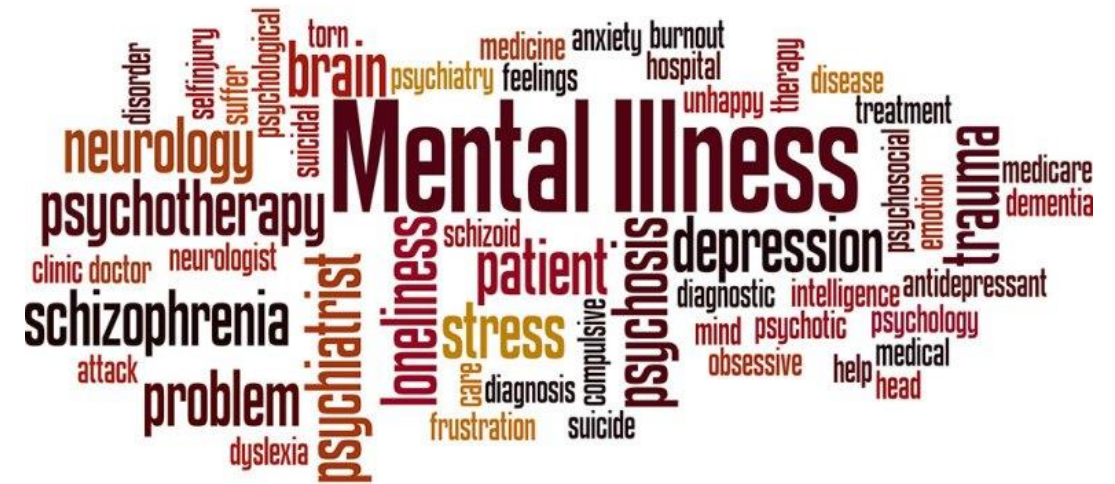
► **5,536 suicides** - ten years to 2016/17 – Chief Coroner

- Equivalent to the combined populations of **Hokitika and Greytown** or **Cromwell and Raglan**
- Equivalent to **all the passengers on 32 full A320 flights**



# WHAT WE'RE TALKING ABOUT

- ▶ Depression
- ▶ Anxiety
- ▶ Stress
- ▶ Bipolar
- ▶ Addiction
- ▶ Post traumatic stress disorder
- ▶ ...and many more



# BENEFITS FROM WELLBEING FOCUS

- ▶ Improved wellbeing
- ▶ Greater morale
- ▶ Higher job satisfaction
- ▶ Better productivity
- ▶ Reduced absenteeism
- ▶ Improved retention





# THE WORLD OF DPMC

- ▶ Small central agency - about 250 people – across several sites
- ▶ Cabinet Office, Greater Christchurch Group, Government House, Policy Advisory Group, Security and Intelligence, Ministry of Civil Defence and Emergency Management, Child Poverty Team, Child Wellbeing Team, Office of the Chief Executive
- ▶ High pressure and very demanding roles



**The  
Policy  
Project**

Responsive today,  
shaping tomorrow



**New Zealand Intelligence Community**  
Te Rōpū Pārongo Tārehu o Aotearoa



**DEPARTMENT OF THE  
PRIME MINISTER AND CABINET**  
TE TARI O TE PIRIMIA ME TE KOMITI MATUA

# CHALLENGES & BALANCING ACT

- ▶ Delivering on time and under pressure
- ▶ Managing the workflow and workloads
- ▶ Making the environment okay to speak up
- ▶ Balancing privacy with responsibilities
- ▶ Prioritising time for talking about wellbeing
- ▶ Keeping wellbeing alive and at the forefront



# HOW WE'RE THINKING ABOUT IT

- ▶ Using the Mental Health Foundation guidance



- ▶ Promoting action and leadership
- ▶ Actively communicating with and engaging with people and teams
- ▶ Talking openly about mental health and wellbeing
- ▶ Evaluating your impact and celebrating your success



# WHAT WE'RE DOING

- ▶ Holding wellbeing sessions for every staff member
- ▶ Promoting access to our wellbeing support
- ▶ Providing quality conversation training
- ▶ Introducing a new system for real time pulse checks



# WHAT WE'RE DOING

- ▶ Encouraging flexibility in working arrangements
- ▶ Backing staff and teams to get active
- ▶ Supporting a culture of giving back
- ▶ Working on a robust system to monitor ourselves



# Getting it right in DPMC means:

- ▶ Our people are supported
- ▶ Our people are valued
- ▶ Our people are engaged
- ▶ Our people are in a safe environment
- ▶ Our people can thrive and grow
- ▶ Our people can be their very best
- ▶ Our people can work with us for success



# MENTAL HEALTH AT THE FRONT LINE AND FROM THE CENTRE

A PRESENTATION BY THE CHIEF OF DEFENCE FORCE

10 MAY, 2018



UNCLASSIFIED

**A FORCE FOR  
NEW ZEALAND**

# Wow!

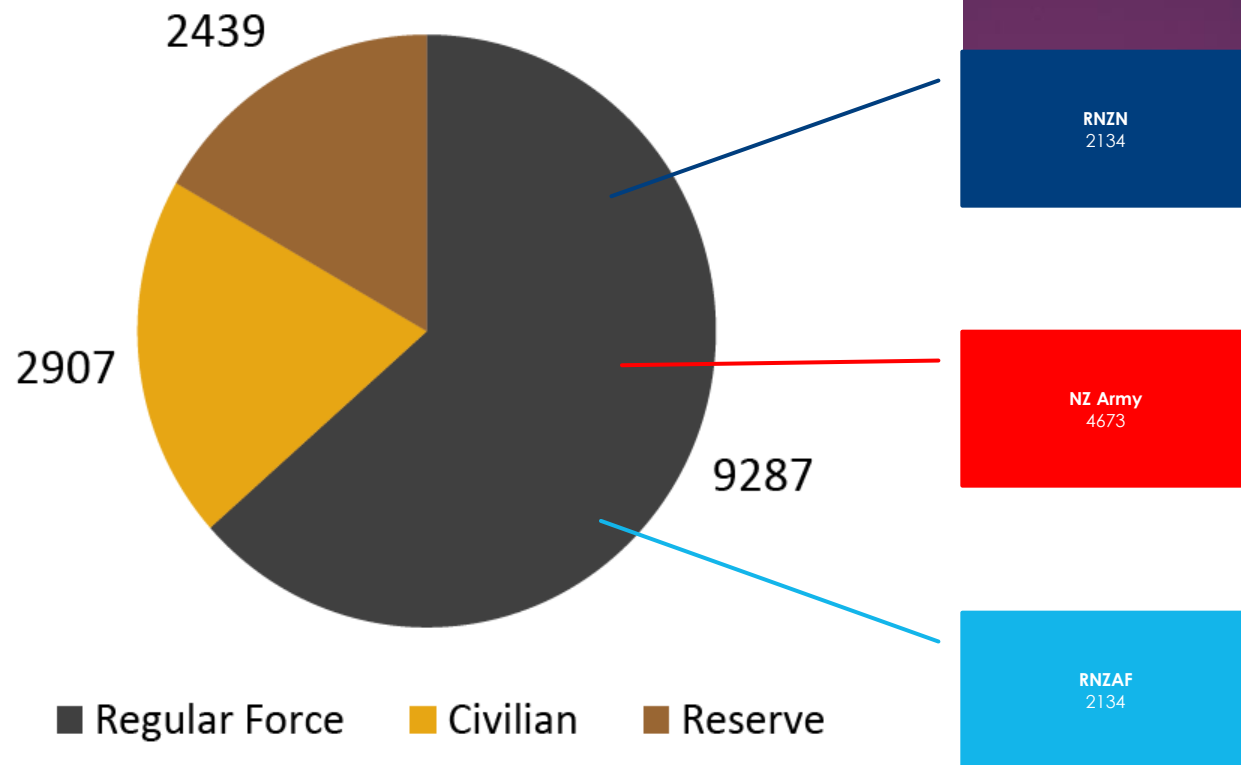
## ... Viva la revolution

UNCLASSIFIED



# ABOUT YOUR DEFENCE FORCE

## Composition of the workforce

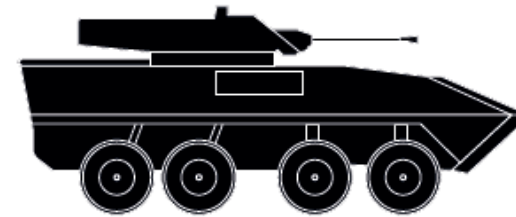
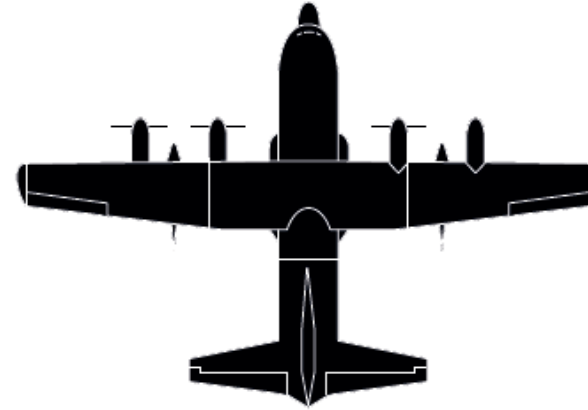


Note: Contractors, Locally Employed Civilians and Casuals are excluded



UNCLASSIFIED

# WHEN PLACING PEOPLE INTO HARMS WAY IS UNAVOIDABLE



UNCLASSIFIED

# LIFE CAN BE STRESSFUL

- 1 in 5 New Zealanders will experience mental illness in a year
- 1 in 6 New Zealanders will report anxiety or depression in their lifetime



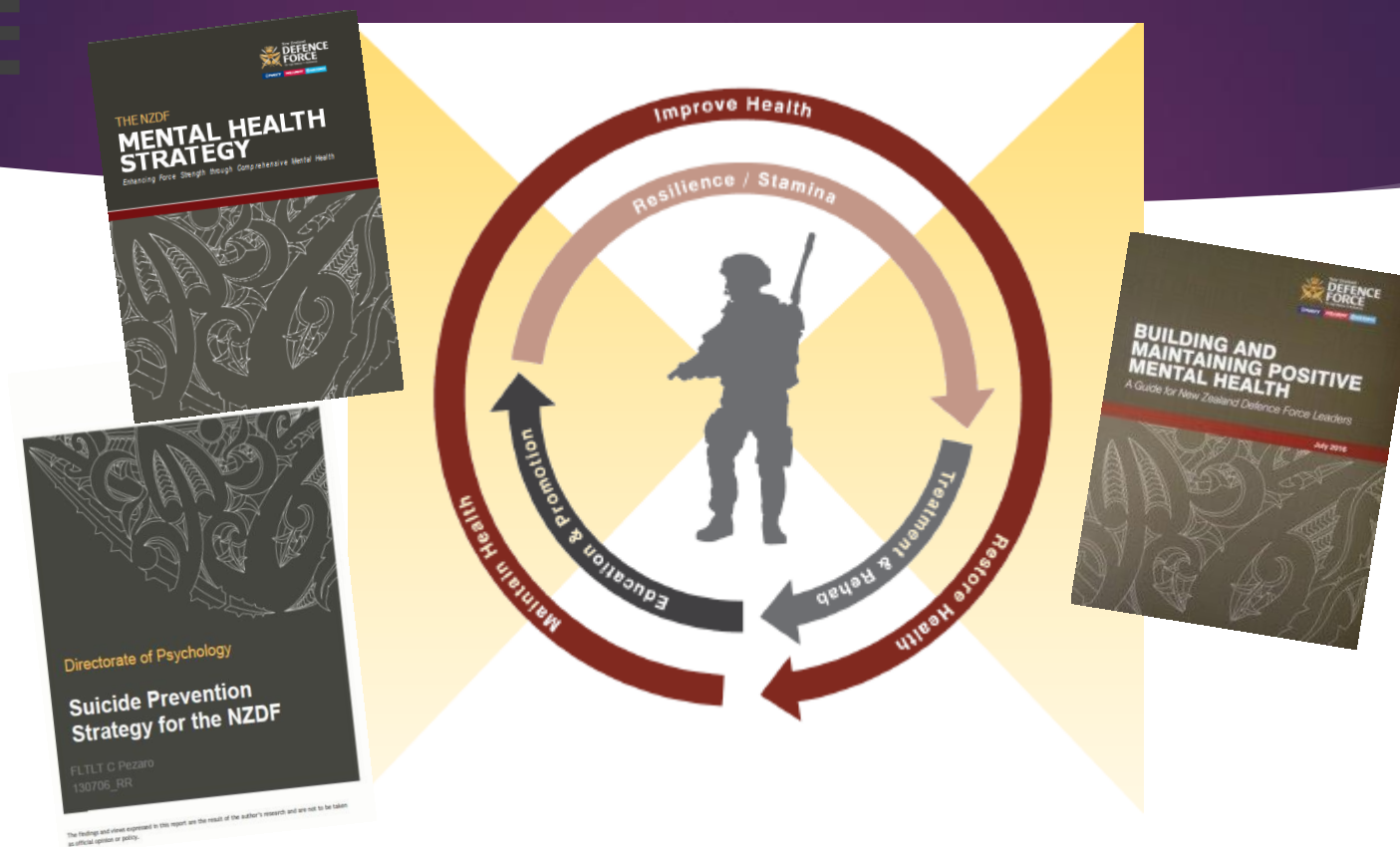
UNCLASSIFIED

# ASKING FOR HELP



UNCLASSIFIED

# LEADING MENTAL HEALTH – FROM THE CENTRE



UNCLASSIFIED



# A MODEL FOR MENTAL HEALTH

**Te taha hinengaro**  
*Psychological health*

**Te taha whānau**  
*Family health*



UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 1. LEAD

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 1. LEAD

### Leader Development

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 1. LEAD

Leader development

**Additional resources**



UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 1. LEAD

Leader development

Additional resources

**Safe, inclusive, and respectful culture**

UNCLASSIFIED



FROM STRATEGY TO INITIATIVES

## 2. UNDERSTAND

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 2. UNDERSTAND

**2/3 have one+ life stressors**

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 2. UNDERSTAND

2/3 have one+ life stressors

**23% are in the high range for psychological distress**

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 2. UNDERSTAND

2/3 have one+ life stressors

23% are in the high range for psychological distress

**10% show symptoms of a stress disorder**

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 2. UNDERSTAND

2/3 have one+ life stressors

23% are in the high range for psychological distress

10% show symptoms of a stress disorder

**4.6% have an elevated risk of self harm**

UNCLASSIFIED



FROM STRATEGY TO INITIATIVES

2. UNDERSTAND

Don't we have a **duty of care**  
to understand how our  
people are going?

UNCLASSIFIED

FROM STRATEGY TO INITIATIVES

## 3. PREPARE

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 3. PREPARE

### Resilience training



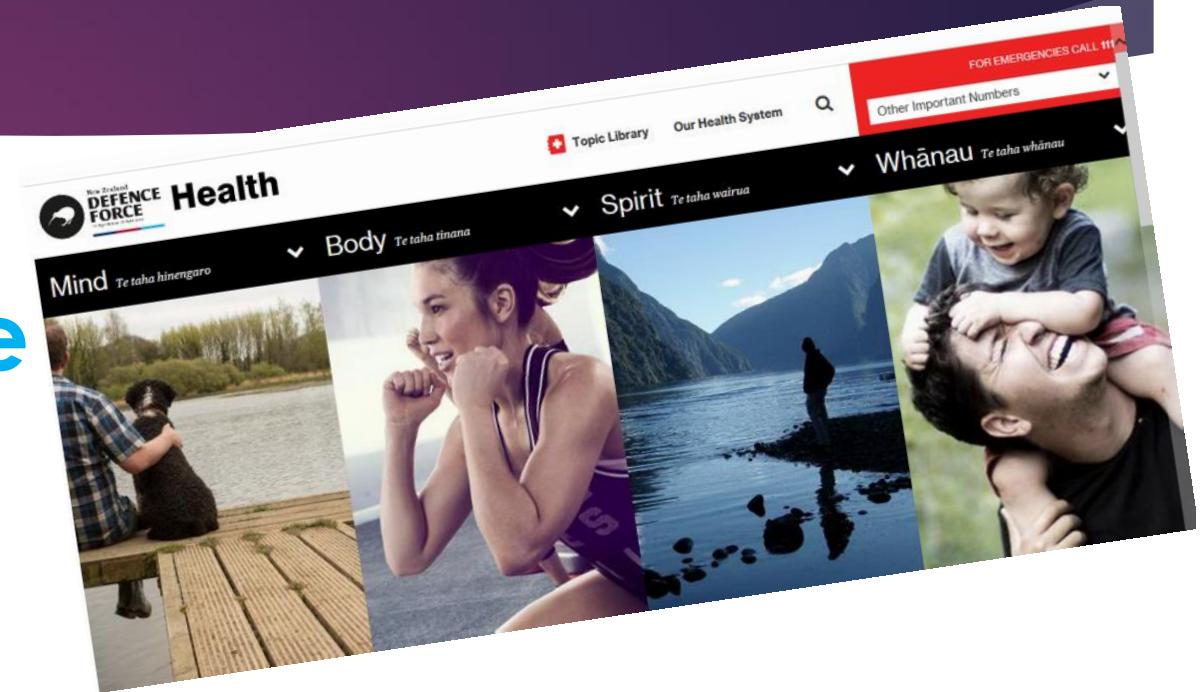
UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 3. PREPARE

Resilience training

**Defence Health website**



UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 3. PREPARE

Resilience training

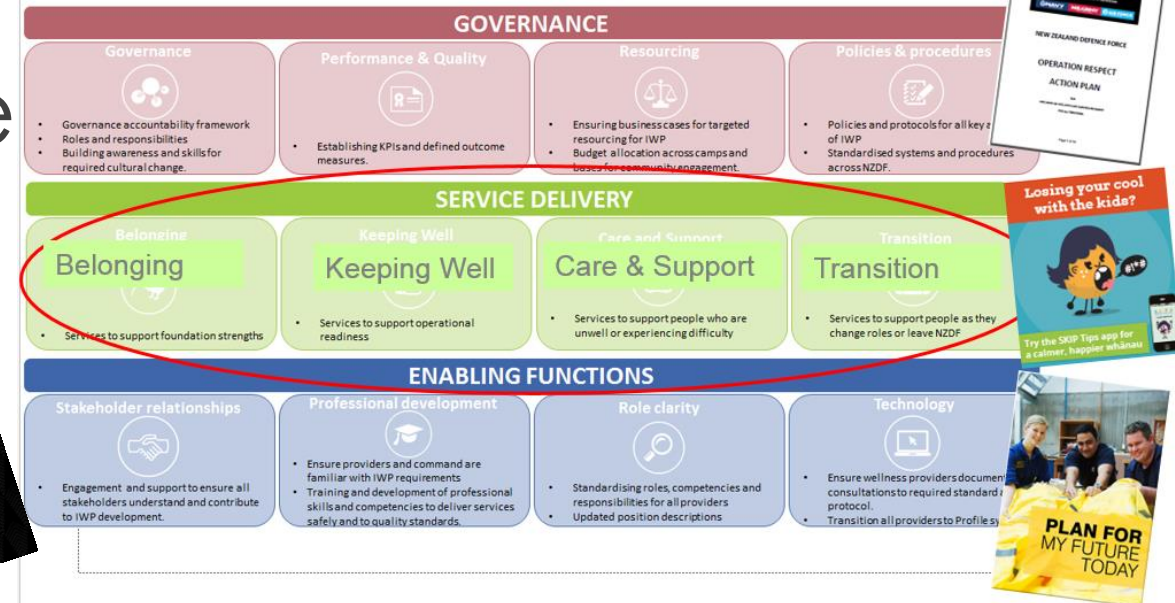
Defence Health website

Life skills programmes



### Integrated Wellness Programme

*Life Cycle Approach*



UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 3. PREPARE

### In-career training

UNCLASSIFIED



# FROM STRATEGY TO INITIATIVES

## 3. PREPARE

In-career training

**Periodic health checks**

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 3. PREPARE

In-career training

Periodic health checks

**Additional tools and resources**



UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 3. PREPARE

In-career training

Periodic health checks

Additional tools and resources

## Health Assessment Programme - Pilot



UNCLASSIFIED

FROM STRATEGY TO INITIATIVES

## 4. CARE

UNCLASSIFIED

# FROM STRATEGY TO INITIATIVES

## 4. CARE

0800 NZDF4U



UNCLASSIFIED

## NEXT STEPS

1. More tools and resources
2. Standardising mental health services
3. Focus on leader development and stigma reduction

UNCLASSIFIED

# CONCLUSIONS

UNCLASSIFIED



## CONCLUSIONS

**Mental health exists on a continuum**

UNCLASSIFIED

# CONCLUSIONS

Mental health exists on a continuum

**There are things we can do to reduce risk**

UNCLASSIFIED

# CONCLUSIONS

Mental health exists on a continuum

There are things we can do to reduce risk

**Mostly it's temporary and reversible**

UNCLASSIFIED

# CONCLUSIONS

Mental health exists on a continuum

There are things we can do to reduce risk

Mostly it's temporary and reversible

**Everyone is different**

UNCLASSIFIED

## CONCLUSIONS

We all have important roles as leaders, in maintaining and supporting the health and wellbeing of **our people**.

UNCLASSIFIED