

# YOUNG WORKERS and mental health

Between the ages of **16** and **24**



1 in 16 people have depression



1 in 6 people have anxiety



2 in 4 adult mental health conditions emerge by age

**14**



3 in 4 emerge by age

**24**

Young people experiencing a mental illness may be at risk of harming themselves and need urgent help.

Contact a doctor, the emergency department of your local hospital or a mental health professional.

**Lifeline: 131 114**

**To support workers with a mental health condition, employers must:**

- Ensure a safe and healthy workplace overall.
- Provide support and make reasonable adjustments to working conditions.
- Maintain privacy around the worker and their condition.

**As an employee with a mental health condition you:**

- Don't have to tell your employer about your condition, unless it impacts on your role.
- Must comply with safety rules and procedures (as do all other workers).

More information is available at <https://www.headsup.org.au/>

**TIPS** | Stress, lack of sleep and alcohol/drug use can impact on mental health. You can help by providing a safe and supportive workplace.

- Alcohol and other drugs may increase anxiety and stress and contribute to feelings of depression. Ensure your workplace culture doesn't encourage excessive alcohol use.
- Provide non alcohol-focused alternatives for workplace bonding sessions, such as sports teams, BBQs or paintball.
- Reduce stress for young workers by ensuring they take regular breaks.
- Provide ample time between shifts to allow for rest and recovery.
- Have a list of contacts for a range of help and support services posted prominently in your workplace.
- Approach young workers when you are concerned. If they don't want to talk to you, encourage them to seek support and provide referrals to a health professional.
- Speak to young workers regularly. Having a good relationship means you will know what their normal behaviour is and can identify when things have changed.