

# EDUCATION AND TRAINING

## PROFILE REPORT

The 2018 **Indicators of a Thriving Workplace** survey measures the **current state** against the **desired state** of a thriving or mentally healthy workplace, by asking people currently employed about their experience in their workplace.



### A SNAPSHOT OF MENTAL HEALTH AND WELLBEING IN AUSTRALIA'S EDUCATION AND TRAINING WORKFORCE

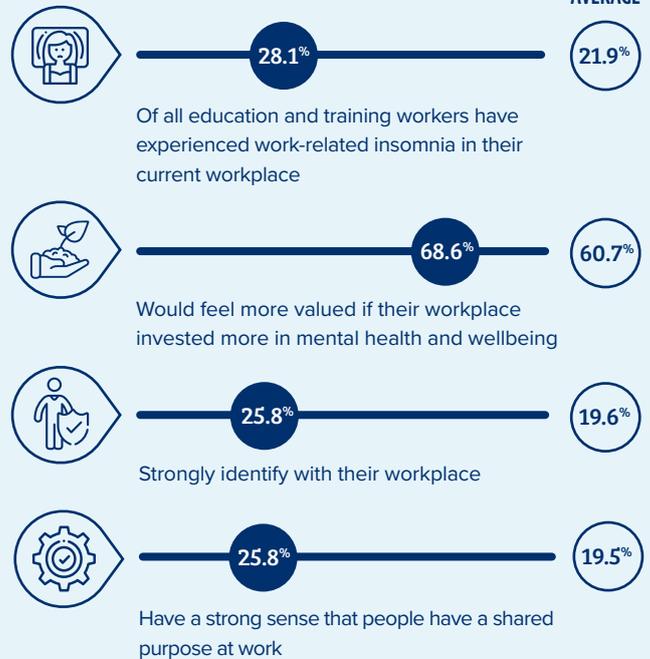
The industry's overall index score (64.7) is higher than the national score (62.7\*). Every domain score exceeded the national result, with the largest gaps evident in the culture, capability and connectedness domains. Looking at specific areas of overachievement, there is a clear expectation that all leaders should role model the values of the workplace (+8.4pp<sup>~</sup> above the national average) and leaders are actively providing opportunities for professional development (+6.7pp). Education and training workers work particularly hard because their job is interesting and important to them personally, and they would be happier than the average working Australian to continue working with their current employer for as long as they can.

The proportion of workers currently experiencing a mental health condition is similar to the national average. However, the proportion of employees finding their job highly stressful is above the national average (+2.4pp) and there's less optimism that workplace mental health and wellbeing will improve in the foreseeable future. Despite this, a much higher proportion of people enjoy doing their jobs (+9.5pp) and roughly half of the workforce plans to definitely stay with their current employer for the next 12 months (+3.7pp).

\* The index methodology was revised in early 2019 to provide a more robust view of workplace mental health and wellbeing, and is based on all responses from 'strongly agree' to 'strongly disagree'. The national index scores in this report have been recalculated to ensure ongoing comparability with profile-specific index scores.

<sup>~</sup> pp denotes percentage points

NATIONAL AVERAGE



### Biggest opportunities to achieve thriving workplaces



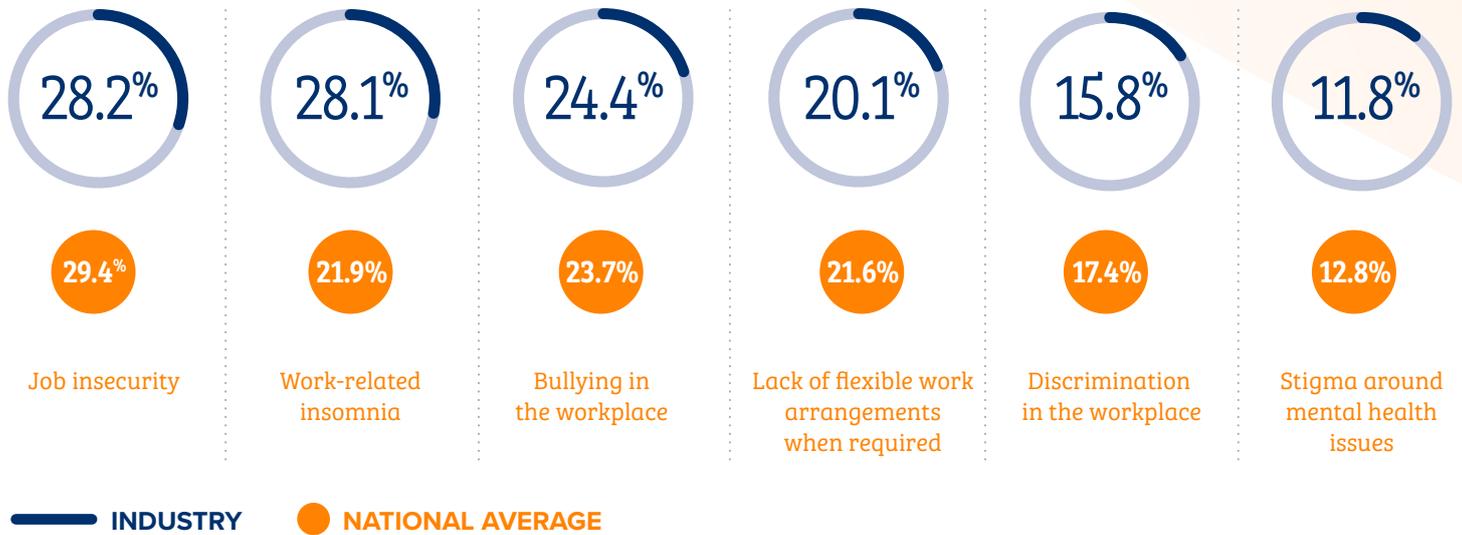
There are clear structures in place to ensure transparent decision making

People are comfortable voicing concerns about their job or things that might affect their job

● INDUSTRY ○ NATIONAL AVERAGE

## MENTAL HEALTH ISSUES EXPERIENCED AT WORK

People working in education and training are more likely to experience work-related insomnia than the average working Australian, particularly those experiencing high levels of stress or working for organisations that are among the worst in the industry at creating and sustaining positive mental health and wellbeing for their employees.



*"I am a principal of [a] school and my immediate superior at [a] regional level is a bully and has no understanding of small schools. They also do not appreciate my 30+ years of principalship and experience at a regional level. My immediate workplace colleagues and I work extremely well together but our interaction at a regional level is disturbing and negative."*

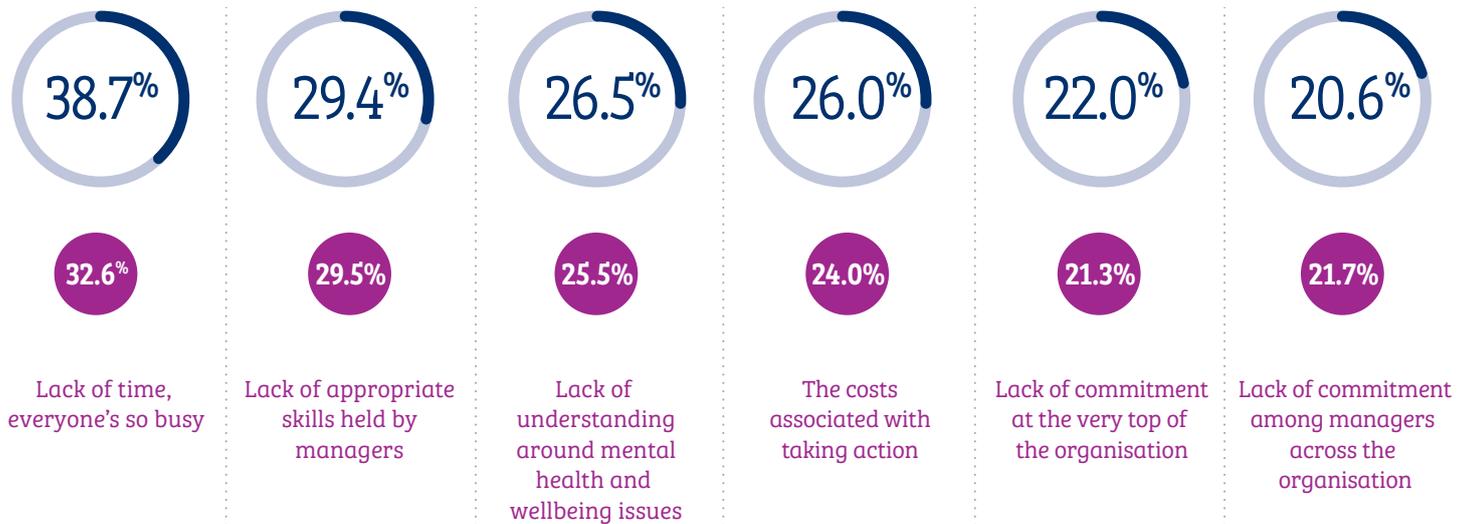
*"Mental health issues are still taboo in the industry.... We receive assistance by the Department for professional development to hone our teaching skills; however, there is very little assistance offered by the Department to address mental health issues which may be fully or in part caused by the workplace."*

*"I am still recovering from a breakdown from just over two years ago thanks to bullying in the workplace... Management allowed the bullying culture to pervade, and still does... it destroys you. All episodes of bullying were with State Government departments. Where I work now, they know of my history and are so supportive and encouraging. I have received awards for my work and [I'm] constantly told how valued I am."*

*"There's far too much work and no support from management."*

## WHAT IS PREVENTING EMPLOYERS FROM TAKING ACTION?

Lack of time is considered the biggest barrier in the education and training industry (+6.0pp higher than the national average), particularly for women and people who are experiencing high levels of stress in their role.



— INDUSTRY    ● NATIONAL AVERAGE

*"I work as [a] member of a discrete unit [and] our mental health wellbeing/ practices/support is excellent. As a whole, the workplace issues are greater and many imposed structures are detrimental to good mental health. Management practices imposed from afar are often at odds with good mental health and wellbeing."*

*"Management doesn't realise that they are the problem."*

*"The Department [is] not willing to acknowledge the stress that employees are under, mainly caused by them."*

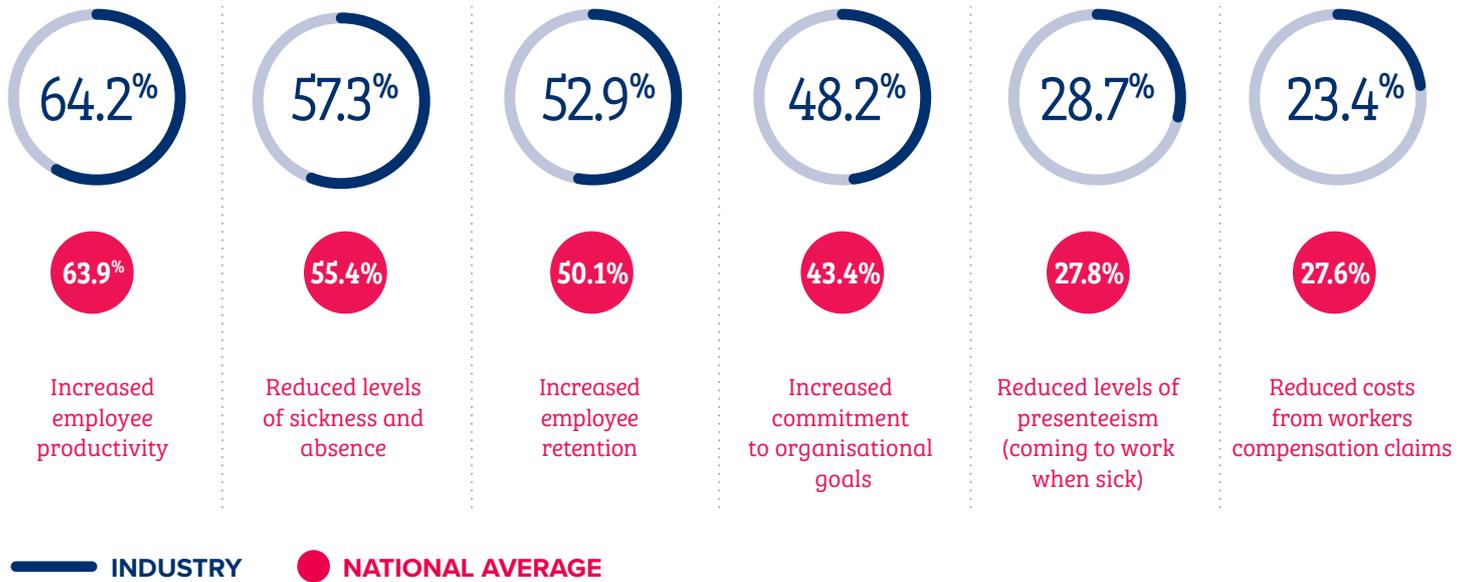
*"The [leader] in charge of wellness is hypocritical... so most people are cynical."*

*"I pointed out to my... boss that a staff member was suffering depression. He was shocked and had little understanding but, to his credit, he made huge changes that are ongoing to this day."*

*"They don't care about the mental health of individuals because they are seen as expendable and easily replaced."*

## BENEFITS OF INVESTING IN WORKPLACE MENTAL HEALTH AND WELLBEING

The proportion of education and training workers who mentioned better productivity as the main benefit was similar to the national average, but the anticipated increase in employee commitment to organisational goals was well above average.



*"Happy people do their jobs better."*

*"Retention of older skilled employees."*

*"People would do extra tasks voluntarily."*

*"It's just morally the right thing to do."*



## HOW DO INDIVIDUALS BENEFIT?

People working in the education and training industry are far more likely to identify how they would personally benefit from mentally healthy workplaces than the average Australian worker, particularly in terms of feeling more valued (+7.8pp) and ability to bring their 'best self' to work (+7.1pp).

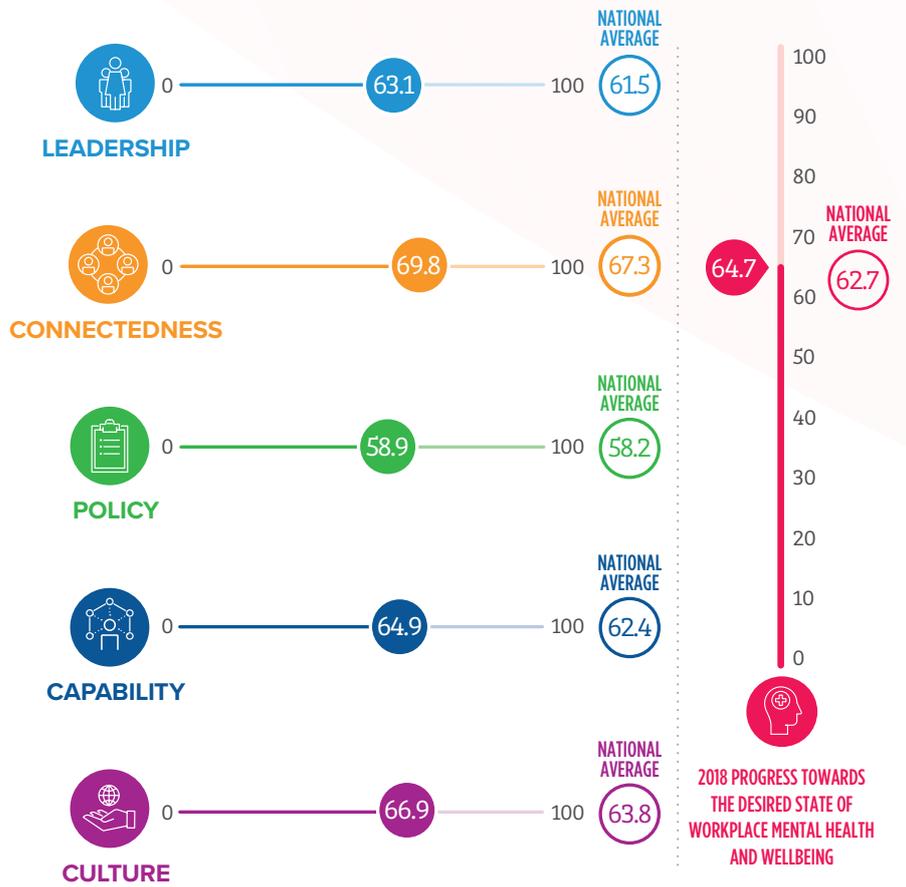


*"Life outside of work [would] improve."*

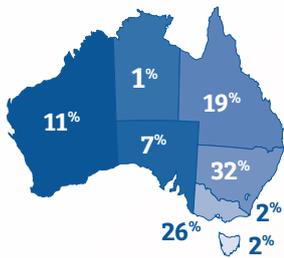


# ARE WE THERE YET?

The 2018 results show that people working in the education and training industry have higher overall perceptions and experiences of their workplace compared to the national index scores. The industry performed best in the culture and connectedness domains.



## PRIMARY PLACE OF WORK



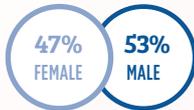
## INDUSTRY



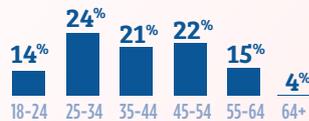
## PARTICIPANTS



## GENDER



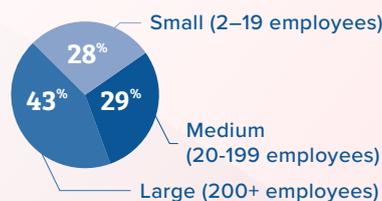
## AGE



## WORK ROLE



## WORK ROLE



## ABOUT THIS SURVEY

The aim of the Indicators of a Thriving Workplace survey is to measure the current state against the desired state of a thriving or mentally healthy workplace, by asking people currently employed about their experience in their workplace. The survey was completed online by 5,047 working Australians in July 2018, and asked respondents to rate the extent to which each of the scientifically-validated 40 characteristics of a mentally healthy workplace are present in their own workplace using a 6-point scale: 'strongly agree' to 'strongly disagree' and 'don't know'. The survey also asked questions about people's perceptions, attitudes and experiences in relation to workplace mental health and wellbeing.

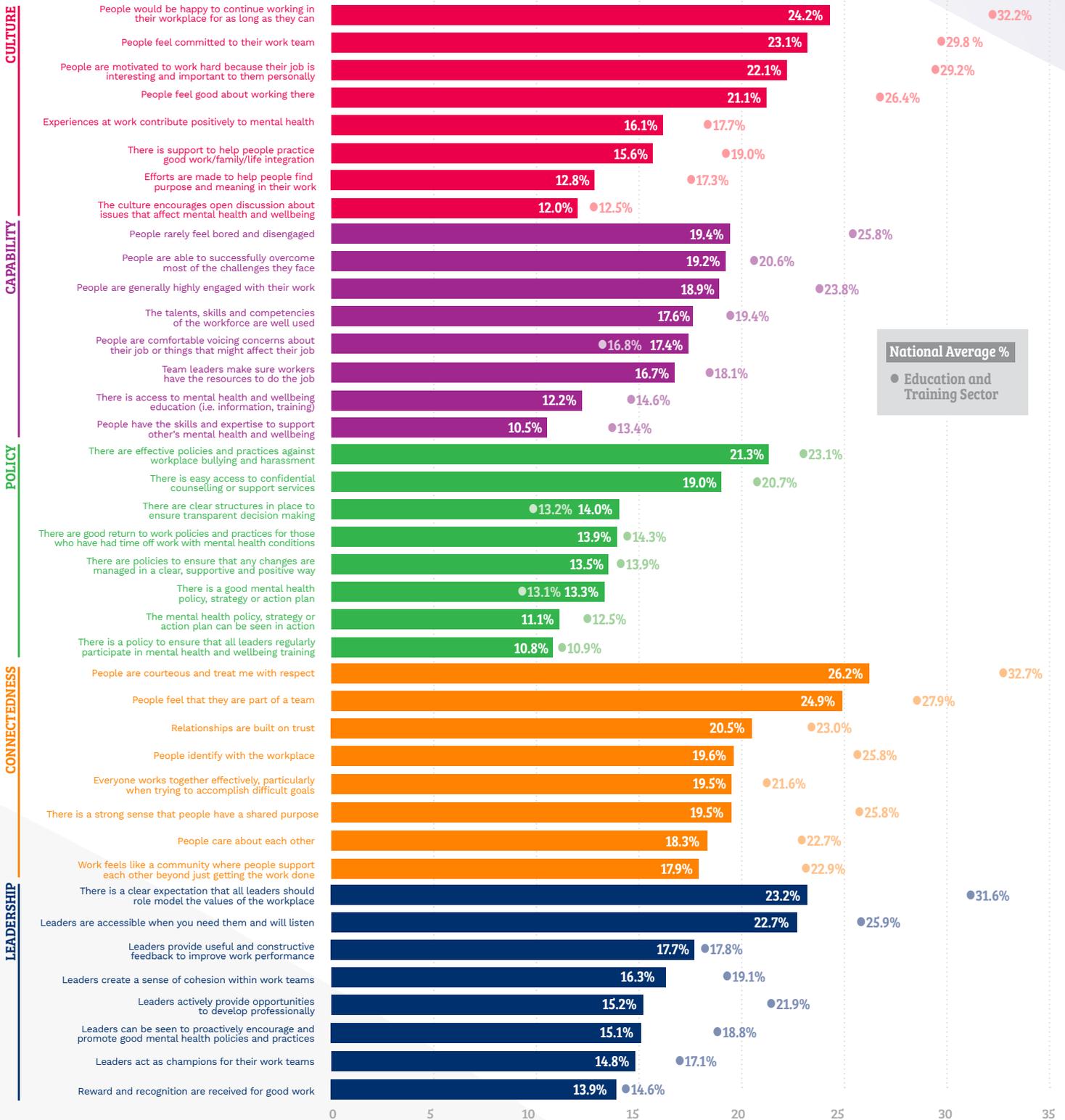
This report is based on responses from 387 people working in the education and training industry.

DOWNLOAD THE NATIONAL REPORT:

[superfriend.com.au/resources/indicators-of-a-thriving-workplace-2018/](http://superfriend.com.au/resources/indicators-of-a-thriving-workplace-2018/)

# ARE WORKPLACES THRIVING IN THE EDUCATION AND TRAINING SECTOR?

The 40 indicators of thriving workplaces are characteristics that optimise employees' mental health and ability to succeed at work. The following chart shows the proportion of respondents who 'strongly agree' with each indicator. The results below highlight that the education and training industry is having plenty of success in the journey to achieving thriving workplaces. The industry achieved a top 3 ranking for many of the leadership, connectedness and culture measures, although some policy and capability measures are lagging behind the national average.



*SuperFriend advocates for, equips and empowers profit-to-member superannuation funds and insurers to achieve mentally healthy workplaces for their staff and members.*

*Can you imagine an Australia where all workplaces are mentally healthy? That's our vision. Pure and simple.*

**You can find more information about workplace mental health and wellbeing solutions, free resources, and sign up to our regular newsletter at [superfriend.com.au](http://superfriend.com.au)**



**E:** [info@superfriend.com.au](mailto:info@superfriend.com.au) **T:** 03 9615 8600

 [@SuperFriendMHF](https://twitter.com/SuperFriendMHF)

 [SuperFriendMHF](https://www.facebook.com/SuperFriendMHF)

 [linkedin.com/company/superfriend](https://www.linkedin.com/company/superfriend)

**[superfriend.com.au](http://superfriend.com.au)**