

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.

MANUFACTURING

PROFILE REPORT



A SNAPSHOT OF MENTAL HEALTH AND WELLBEING IN AUSTRALIA'S MANUFACTURING WORKFORCE

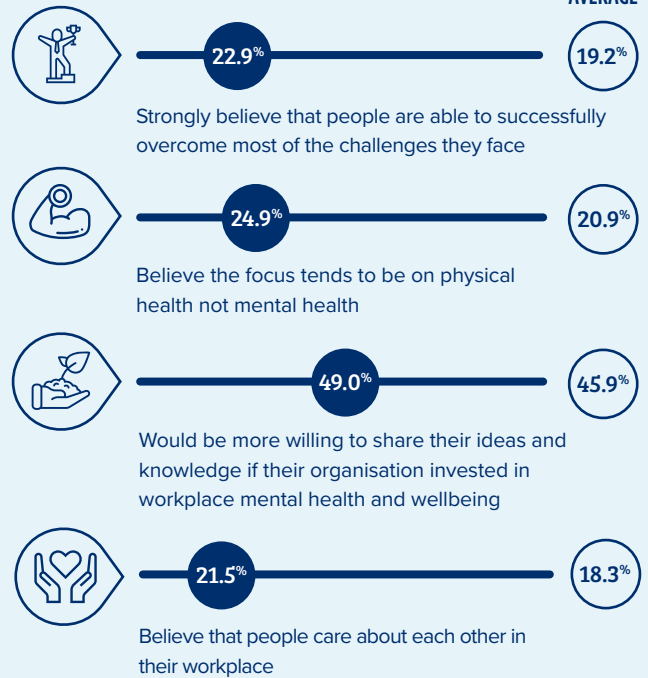
The industry's overall index score (61.9) is slightly lower than the national score (62.7). Every domain score fell short of the national result, with notably lower levels of agreement relating to leaders' accessibility and willingness to listen (-5.8pp~ below the national average) and whether they proactively encourage good mental health policies and practices (-3.6pp).

The proportion of manufacturing workers currently experiencing a mental health condition is well below average (-3.1pp), although the proportion finding their job highly stressful is above the national average (+2.4pp). While people enjoy their jobs less than those in other industries (-3.3pp) and feel less optimistic that workplace mental health and wellbeing will improve in the foreseeable future (-0.8pp), they're more likely to rate their employer as among the best in its industry at creating and sustaining mental health and wellbeing for its employees (+3.4pp).

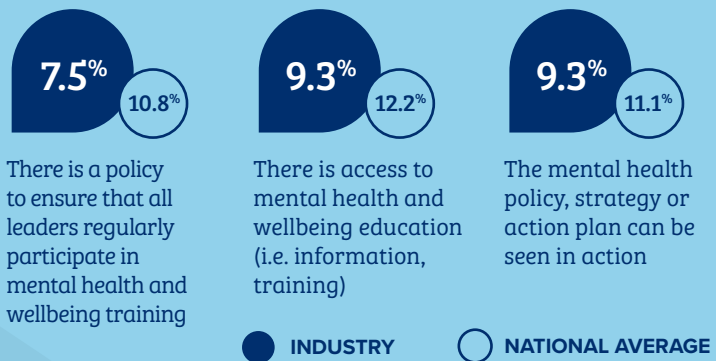
IMPORTANT NOTE: The index methodology was revised in early 2019 to provide a more robust view of workplace mental health and wellbeing, and is based on all responses from 'strongly agree' to 'strongly disagree'. The national index scores in this report have been recalculated to ensure ongoing comparability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

~ pp denotes percentage points

NATIONAL AVERAGE

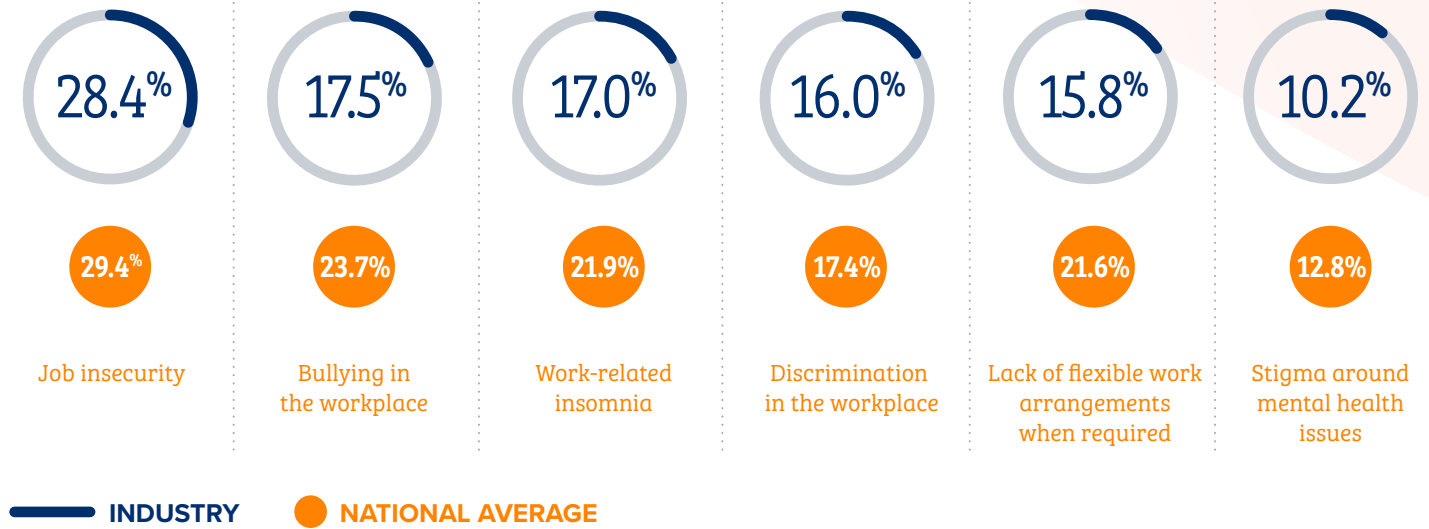


Biggest opportunities to achieve thriving workplaces



MENTAL HEALTH ISSUES EXPERIENCED AT WORK

Manufacturing workers are far less likely than the average working Australian to experience mental health issues at work, but job insecurity is a big issue in the industry.



“Mental fatigue from not being listened to.”

“Older production staff (60+) are still ‘encouraged’ to contemplate early retirement quite regularly.”

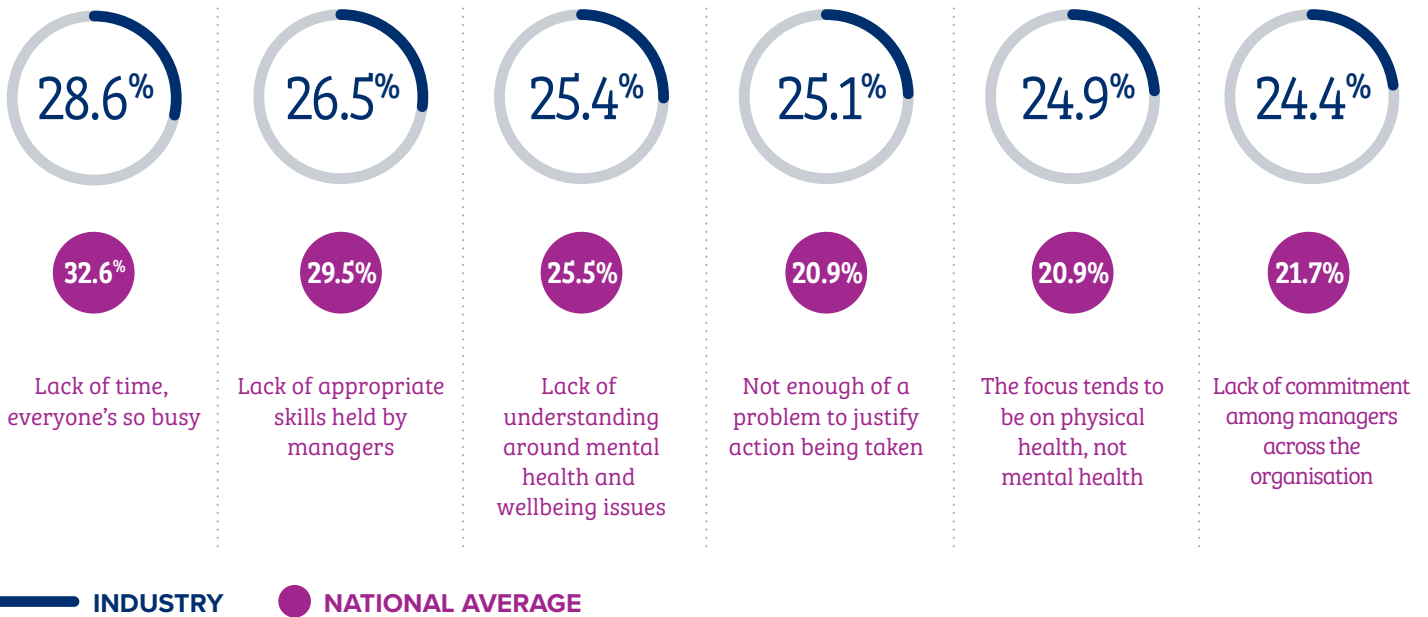
“I had a problem and all I was told was that I could quit my job after working for the company for 13 years.”

“Lack of support by HR.”



WHAT IS PREVENTING EMPLOYERS FROM TAKING ACTION?

Lack of time is considered the biggest barrier in the industry, although it is below the national average (-4.1pp). People also believe that the focus on physical health and the perception that mental health is not enough of a problem to justify action being taken are much stronger barriers to investing in mental health and wellbeing than in other industries (+4.0pp and +4.2pp above the national average respectively).

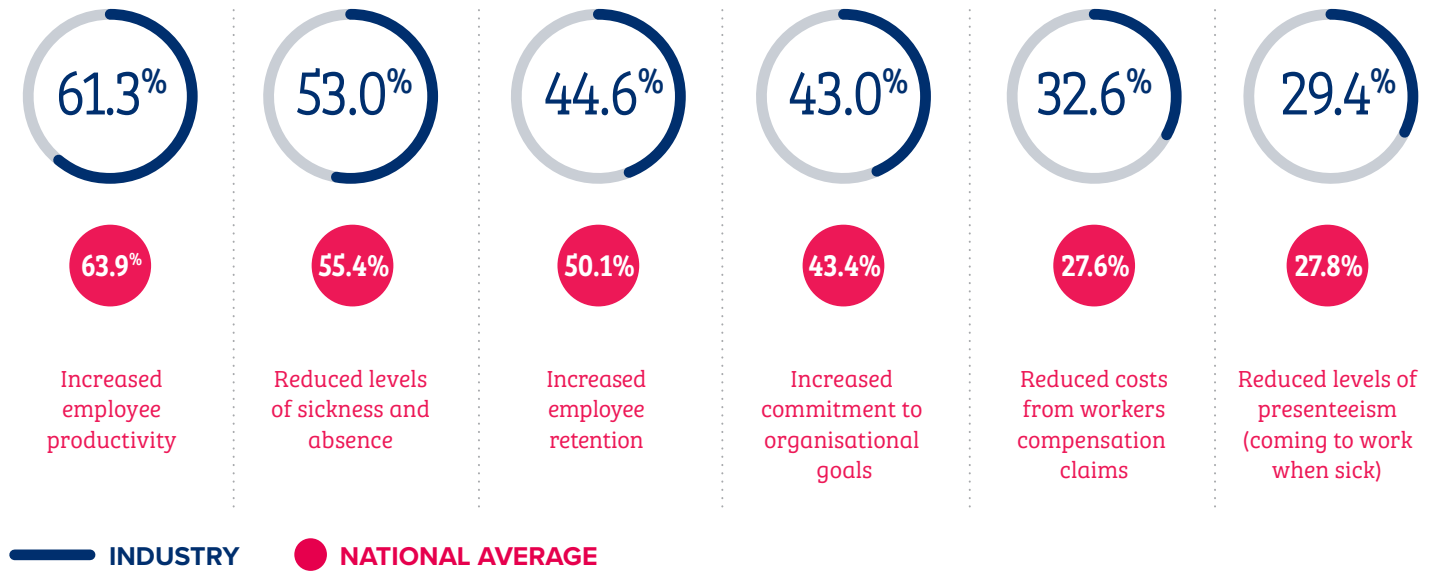


“In the majority of manufacturing-based jobs, top management have a perception that people perform tasks better only when doing the same job standing. This creates unnecessary fatigue [for] some employees... It should be mandatory for employers to allow employees to sit or stand during work provided that the same task can be done at the same speed (whether sitting or standing). Doing away with unnecessary endurance requirements will bring more people back into the workforce and create a stress-free environment for everyone.”



BENEFITS OF INVESTING IN WORKPLACE MENTAL HEALTH AND WELLBEING

While the proportion of workers who mentioned better productivity as the main benefit of investing in mental health and wellbeing was below the national average (-2.6pp), the manufacturing industry is more likely than most to benefit from reduced workers compensation claim costs (+5.0pp).

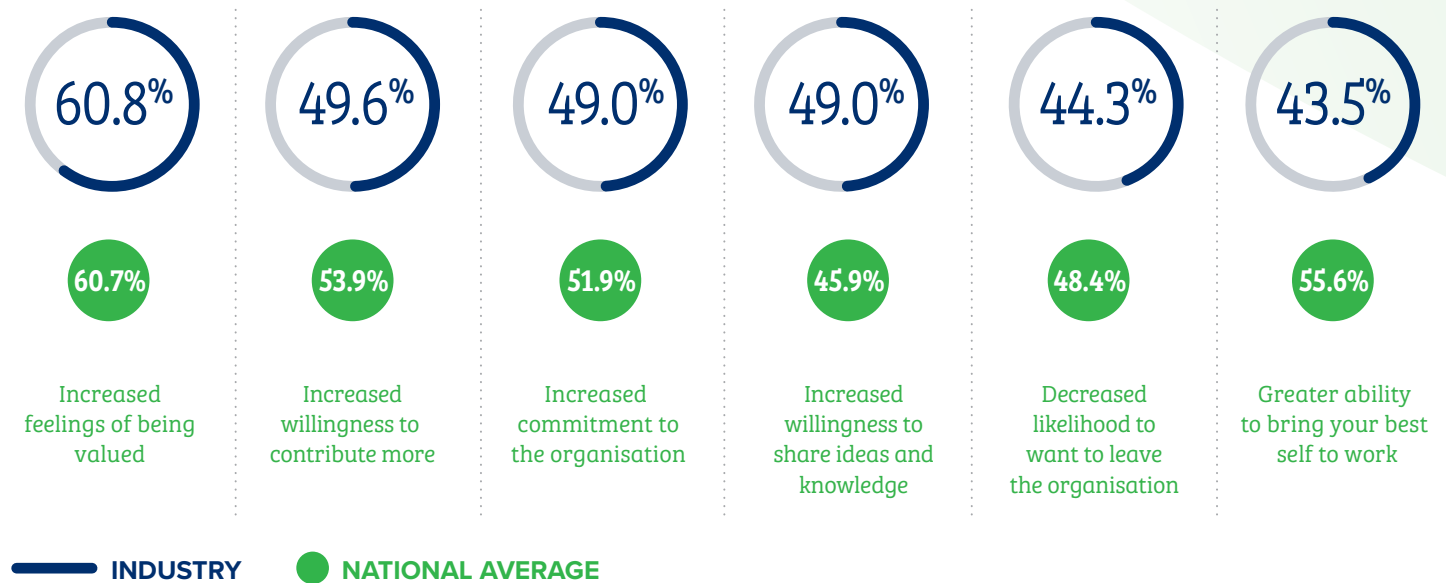


"A happy workplace."



HOW DO INDIVIDUALS BENEFIT?

People working in the manufacturing industry are likely to feel more valued if their workplace invests in mental health and wellbeing, and are more likely than the average working Australian to respond by sharing their ideas and knowledge (+3.0pp).

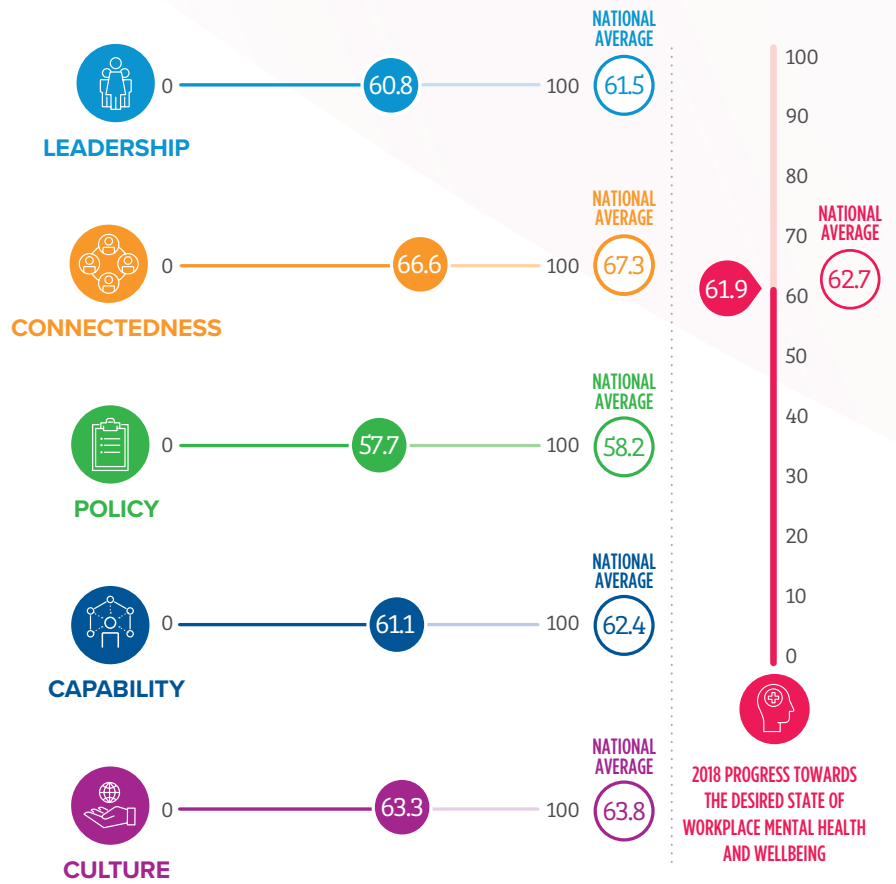


"I personally feel that many more companies should implement effective strategies to assist employees who are suffering from stress, anxiety and depression. This could greatly help the employee which would further enhance workplace productivity."

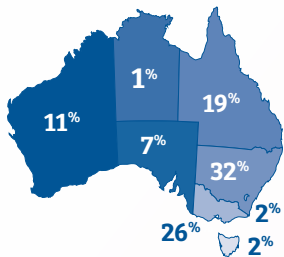


ARE WE THERE YET?

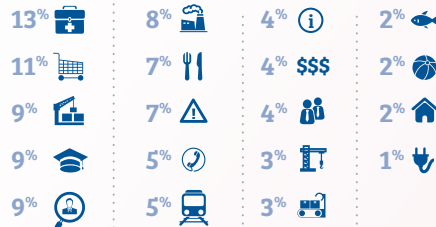
The 2018 results show that people working in the manufacturing industry have lower overall perceptions and experiences of their workplace compared to the national index scores for every domain, particularly in terms of capability (-1.3 points lower).



PRIMARY PLACE OF WORK



INDUSTRY



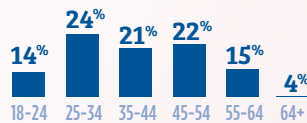
PARTICIPANTS

5,047

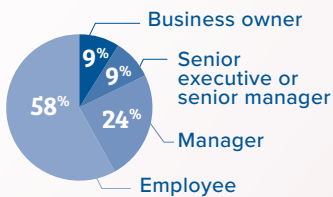
GENDER

47% FEMALE
53% MALE

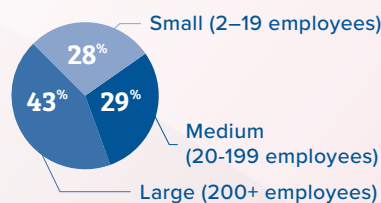
AGE



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.

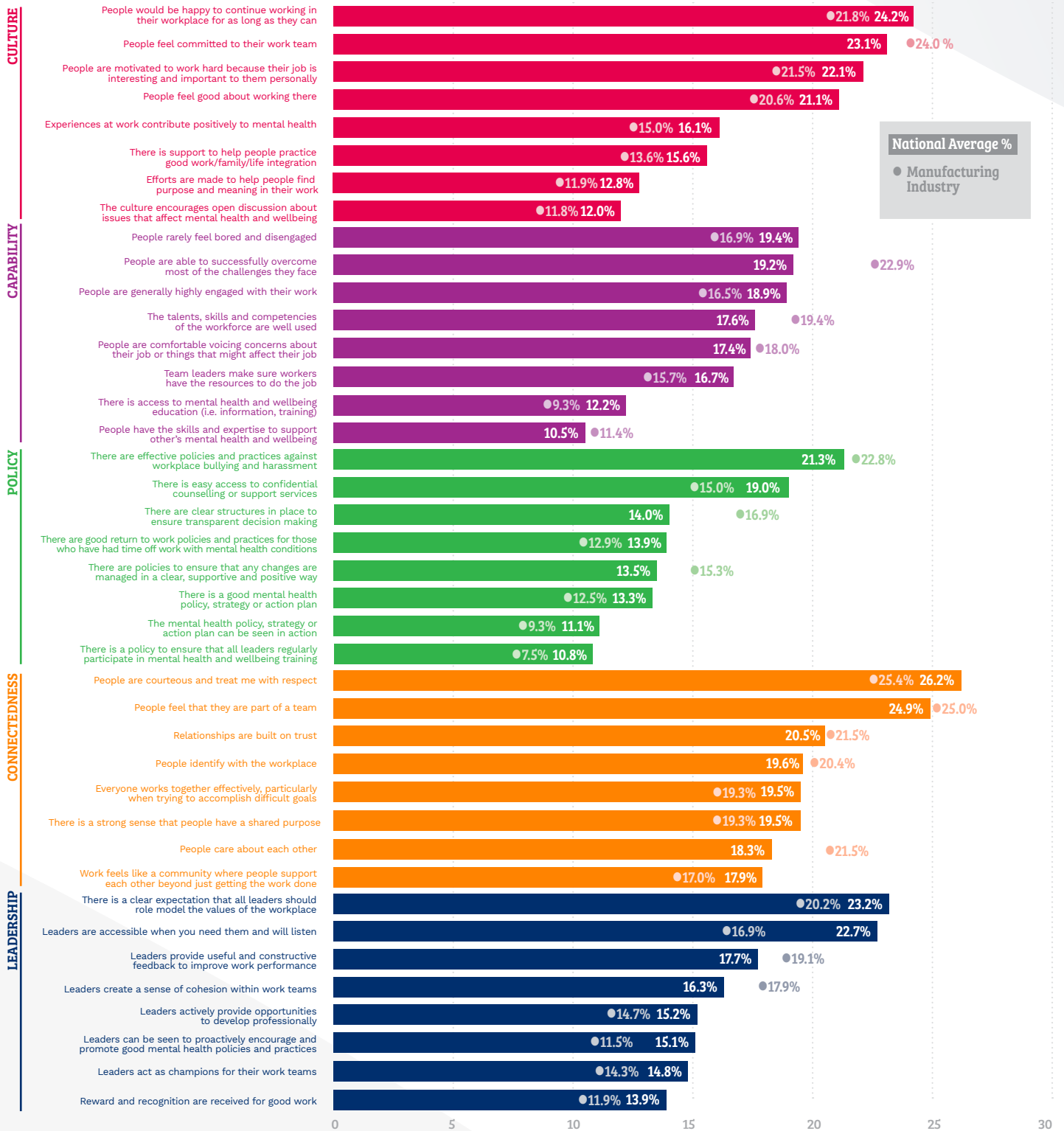
This report is based on responses from 352 people working in the manufacturing industry.

DOWNLOAD THE NATIONAL REPORT:

superfriend.com.au/resources/indicators-of-a-thriving-workplace-2018/

ARE WORKPLACES THRIVING IN THE MANUFACTURING 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 manufacturing industry is falling behind the national average for the majority of the indicators.



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



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