



Mental Health in Fisheries and Aquaculture: Making a positive difference

FRDC National RD&E Workshop Report

Prepared by Emily Ogier and Maree Fudge, November 2018

Executive Summary

A National RD&E Workshop was held on 21 September 2018 in Adelaide, South Australia, in which representatives of industry, research, management, and service providers addressed how to make a positive difference to the mental health of people in fisheries and aquaculture.

The impetus for the workshop came from the FRDC Board and the FRDC's Seafood Safety and Welfare Initiative. Both the Board and the Initiative are responding to the range of tactical industry-led activities commencing or proposed to address falling levels of mental health among members; the need for a gap analysis of available RD&E; and, to better acknowledge the link between mental health and workplace health and safety.

Participants established the level of leadership and commitment, reviewed the current state of knowledge of mental health levels and contributing factors, and compared what strategies supporting mental health are currently available within fisheries and aquaculture with evidence-based strategies from the mental health support sector.

The outcome sought from the workshop was a strategic approach to guide industry leadership actions and investment in and coordination of RD&E which improves mental health of people in fisheries and aquaculture and has broad stakeholder support. Key findings and recommendations are presented below.

1. Leadership and commitment – who can and will make a positive difference?

Industry leaders, organisations and the FRDC are committed to making a positive difference to mental health across fishing and aquaculture in Australia. This is already demonstrated in the number of industry-led initiatives underway or proposed (for example, TSIC's Staying Afloat initiative), and current RD&E investment (FRDC 2016-400). However, guidance is needed in the form of overall strategy development, coordination and prioritisation.

Leadership is needed in different forms and at different levels. At the national level, where coordination of existing and emerging initiatives, profile raising and political strategies are required, Seafood Industry Australia (SIA) and Women's Industry Seafood Australia (WISA) are taking on this role in partnership with some state level peak bodies. At the state and territory level, industry peak bodies are developing partnerships with relevant mental health service providers and creating opportunities for members to increase mental health literacy. FRDC's role as a science provider is to address remaining RD&E gaps to support strategy development and to consult with its stakeholders for strategy coordination.

Recommended actions are to:

- 1.1. Support and expand existing industry leadership capacity by addressing the urgent needs of current industry leaders who are acting as 'frontline responders', and the needs of emerging 'seafood ambassadors' and leaders, for mentoring, capacity building and training in mental health first aid and literacy (Industry-FRDC collaboration)
- 1.2. Partner with Beyond Blue or equivalent providers of support and expertise in mental health workplace/industry strategy development (Industry lead)

- 1.3. Support mental health strategy development through effective extension of current relevant RD&E and targeted future RD&E investment to meet identified knowledge gaps (FRDC lead)

2. Situational scan – how mentally healthy are people in fisheries and aquaculture?

Knowledge of current levels of mental health and contributing factors exists in the form of data from FRDC-funded RD&E and in anecdotal form. The review and workshop process determined the following.

Levels of mental health:

- A survey of a large sample of Australia's commercial fishing families has recently been undertaken by King et al. (FRDC project 2016-400) and has found that 22.2% of fishers surveyed experienced high levels of psychological distress, while 54.3% experience low levels. Assuming this sample is representative of the commercial fishing community, then these levels are significantly higher than those of the general Australian population.
- Prevalence of mental health issues in members of Australia's aquaculture, post harvest, management and research sectors remains unknown
- The extent to which mental health levels are changing across any of these groups across time is not known as no time series data is available

Contributing factors:

- Fatigue is a recognised risk factor and is in itself an indicator of low job control and/or poor workplace design (see below).
- Job control is another recognised risk factor. It is affected by change in resource access and allocation and other regulated areas of industry operation, as well as by external market factors beyond industry influence.
- The extent to which these factors interact with individual psycho-social factors is not well understood for people within fisheries and aquaculture but is likely to be important.

Link between mental health and workplace health and safety:

- Risk factors contributing to low levels of mental health include many of the same risk factors for safety and welfare in the workplace (for example, fatigue)
- WHS strategies which address job and workplace design issues are likely to generate co-benefits for mental health
- However mental health strategies need a separate programmatic approach due to the range of psycho-social contributing factors external to the immediate workplace

Recommendations actions are to:

2.1. Address remaining RD&E gaps in understanding:

- Current levels of mental health of members of aquaculture, management and research; and changing levels of mental health in commercial fisheries (measured directly or through interpretation of available secondary data);
- How risk factors (stressors) can be reduced through improved design and implementation of reform processes (inclusive of resource access, allocation, and management, and safety regulation); and,
- Effectiveness of different interventions in improving mental health
(FRDC lead with Industry and Government input)

3. Mental health strategy development

The scan also identified the existence of national and state level expertise, resources and programs available to fisheries and aquaculture for both industry wide mental health strategy development and mental health support services.

Based on the review and discussions of recommended approaches, three key areas of action within a mental health strategy for fisheries and aquaculture are:

1. Promotion and awareness raising to improve mental health literacy across fisheries and aquaculture and support those frontline responders in mental health first aid
2. Prevention and protection through establishing links with workplace health and safety, addressing workplace structural risks to psychological health and safety; and through improved change management in resource management and regulatory reform processes.
3. Early intervention and support in cases of acute crises (i.e. tragedies at sea; major changes to access) and to build underlying levels of mental health through partnerships with mental health service providers who are seafood industry-aware.

Recommended actions are:

- 3.1. Increase the industry's access to existing government-funded support programs for regional/agri-food sector services by making agencies aware of fisheries and aquaculture needs (Industry lead)
- 3.2. Identify preferred types of mental health services and ways of accessing these by seeking advice from fishing and aquaculture members on their priority issues, how to tailor existing services and programs to their needs, and on what are appropriate entry/access points to improve mental health literacy and awareness of available support services (Industry lead)
- 3.3. Form partnerships with appropriate with mental health providers at a range of scales and across all three areas of mental health strategy; promotion and awareness-raising; prevention and minimisation; and intervention and support (Industry lead)
- 3.4. Work with partner mental health service providers to increase their awareness of fishing and aquaculture industry needs and their capacity to "talk fish" (Industry lead)
- 3.5. Adapt available materials and resources that support mental health for fisheries and aquaculture members, firms, management agencies and industry associations (FRDC-Industry collaboration)

Workshop Report

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Background

A National RD&E Workshop was held on 21 September 2018 in Adelaide, South Australia, in which representatives of industry, research, management, and service providers opened the discussion on how to make a positive difference to the mental health of people in fisheries and aquaculture.

The impetus for the workshop came from the FRDC Board and the FRDC's Seafood Safety and Welfare Initiative. Both the Board and the Initiative are responding to the range of tactical industry-led activities commencing or proposed to address falling levels of mental health among members, and to better acknowledge the link between mental health and workplace health and safety.

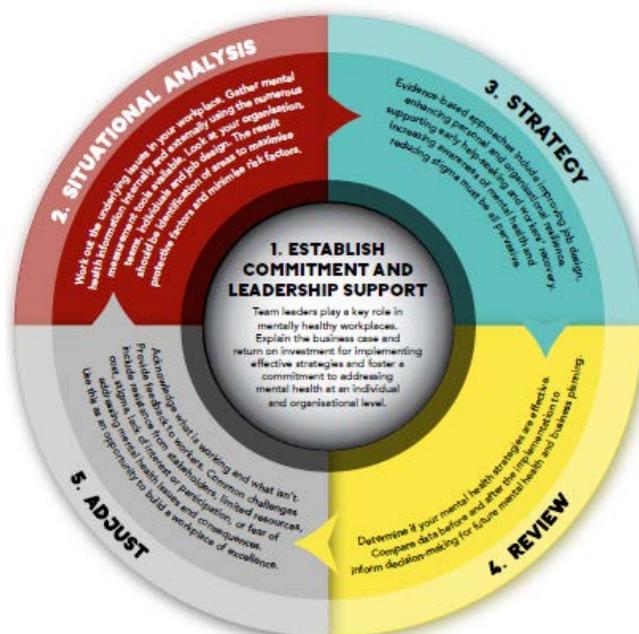
The outcome sought from the workshop was a strategic approach to guide investment in and coordination of RD&E which improves mental health of people in fisheries and aquaculture and has broad stakeholder support.

The workshop was structured according to the first three elements of the following programmatic approach for input from both industry stakeholders but also mental health experts from other industries and the mental health sector. The schema, below, follows the accepted strategy of mental health promotion, prevention and support¹. It is aligned with the framework endorsed by the Mentally Healthy Work Place Alliance², which is expected to become the basis of the national framework for workplace mental wellbeing (National Mental Health Commission).

The objectives of the workshop were therefore to:

1. Confirm leadership and commitment (step 1)
2. Undertake a situation scan based on available RD&E (step 2)
3. Contribute to strategy development (step 3).

Steps 4 and 5 would be addressed once step 3 (strategy) is in place.



¹ Reupert, A. 2017 A socioecological framework for mental health, *Journal of Advances in Mental Health: Promotion, Prevention and Early Intervention* 15:2 <https://doi.org/10.1080/18387357.2017.1342902>

² Harvey, S. et al 2014 *Creating mentally healthy workplaces: A review of research*. Report for the National Mental Health Commission and the Mentally Healthy Workplace Alliance, Blackdog Institute Sydney.

Proposed strategic and programmatic approach to mental health

The various activities underway to understand and address mental health in the sector were shared through the day, and discussions and conversation converged on identifying what is required to build access to services, address barriers to individual responsibility and action for positive mental health and build protective factors at times of industry change. The proposed strategic approach was affirmed as follows:

- Use the five steps (above) to guide an evidence-based, staged approach to support developing and implementing a **sector-level** mental health strategy, and supporting firms and organisations in creating mentally healthy **workplace strategies**.
- Improve mental health through a **nested approach** that addresses the socio-ecology of the individual:
 - Policy/enabling environment (national, state and local laws); industry-level structures and surrounding communities;
 - Workplace;
 - Family; and
 - Individual.

The evidence indicates that reinforcing messages and connections between these levels is effective in dealing with complex health issues like mental health. Historically, the approach broadly taken (and including within fisheries and aquaculture) has been to focus on reactive controls to individual cases, missing the opportunity to also address preventative controls that reduce risks across whole workplaces and sectors.

- A strategic **integrated approach** across three key areas:
 - *Promotion* – raising awareness, de-stigmatising, and improving mental health literacy (what is it, what to do);
 - *Prevention and Protection* – addressing barriers to access and developing help-seeking behaviours (how to ask, who to ask, how to help a mate/family member); supporting firms and organisations to minimise risks and enhance protective factors;
 - *Intervention and Support* – improving access to available support by tailoring existing mental health services; ramping up tailored access in times of external industry-level triggers; and ensuring 'frontline responders' are equipped with mental health knowledge, skills and links to services to engage and support members in identifying pathways to improved MH



1. Leadership and commitment

Making a positive difference to mental health across fisheries and aquaculture is a high priority already identified by all participants. The strong sense in the room was for a shared responsibility for addressing mental health with the need for each component of the sector to become proactive in their sphere of influence, but to head in the same direction united for maximum effectiveness.

Key findings for leadership and commitment to mental health in fisheries and aquaculture included:

- Mental health is a priority right across the fishing and aquaculture industry, with the various leadership structures committed to addressing mental health through activities relevant to their role in the sector
- Mental health literacy is low and needs to improve across all areas of the industry (inclusive of industry leaders, FRDC, management and regulatory agencies and staff, through to fishing families). and in particular to build the mental health first aid skills and knowledge of those 'frontline people'; the families and professionals already dealing most directly with people working in the fishing and aquaculture industry
- Investment needs to be in integrated strategies that introduce a focus on identifying structural and psycho-social risks, therefore increasing capacity for prevention, and on building industry resilience to change. The existing focus within fisheries and aquaculture is on reactive measures in response to individual cases.
- There currently exist providers and programs that work. The leadership task for the fishing and aquaculture industry -is to partner with existing providers, working with them in designing strategies suited to the operating environment of the seafood industry. This is across all three programmatic areas (promotion, prevention and support) and right across the fishing and aquaculture industry structures.

There was broad agreement on:

- The high level of commitment from industry organisations and the FRDC to improving mental health outcomes for fisheries and aquaculture
- The need for leadership from key industry organisations (SIA, WISA, TSIC)
- The need to progress from RD&E to sector-wide mental health strategy development, based on:
 - A programmatic approach of promotion, prevention and intervention as areas of action across individual, sector and industry/community levels
 - Tailored initiatives that adapt existing evidence-based resources and strategies to the fishing and aquaculture industry's needs and priorities.

Recommendations are to:

- 1.1. Support and expand existing industry leadership capacity by addressing the urgent needs of current industry leaders who are acting as 'frontline responders', and the needs of emerging 'seafood ambassadors' and leaders, for mentoring, capacity building and training in mental health first aid and literacy (Industry-FRDC collaboration)
- 1.2. Partner with Beyond Blue or equivalent providers of support and expertise in mental health workplace/industry strategy development (Industry lead)
- 1.3. Support mental health strategy development through effective extension of current relevant RD&E and targeted future RD&E investment to meet identified knowledge gaps (FRDC lead)

2. Situational analysis

Key points emerging	Calls to action for potential priorities and responses
<p>Psychological health is part of WHS. It is now a legislated aspect of overall health from a WHS perspective. WHS audits and related regulation will now specifically include a focus on psychological health. Psychological and physical health share similar risk and protective factors, and low levels of mental health can be a contributing factor to unsafe work practices and diminished safety culture.</p> <p>The fishing and aquaculture industry will need to get across this and respond in practical ways.</p>	<p>Safe Work Australia workplace guide on meeting the psychological health and safety requirements of the WHS legislation needs adapting for the fishing and aquaculture industry needs</p> <p>Fishing and aquaculture industry context for job and workplace design and responsibility needs to be more clearly identified, in terms of: the specific operating environment; employment/contractor structures; and in terms of business size (i.e. adapted to reflect SMEs in the industry).</p> <p>Existing resources for workplace available from Beyond Blue and the Mental Health Alliance could be accessed and adapted.</p>
<p>Fatigue is one of the priority health and safety issues for the fishing and aquaculture industry that has a direct link to mental health.</p>	<p>Causes and contributing factors of fatigue needs further investigating, as in other sectors fatigue is strongly correlated with the policy and workplace environment operators are working in. This could be achieved as part of the activities proposed in the previous point.</p>
<p>A range of existing evidence-based approaches exist within the mental health sector that could be tailored for the fishing and aquaculture industry conditions, structures and cultures. These include for promotion of mental health as a positive concept, prevention of poor mental health and intervention/support and recovery, and strategies and actions at each nested level of the model.</p>	<p>Fishing and aquaculture industry would benefit from:</p> <ul style="list-style-type: none"> • Partnering with the mental health sector to access broader mental health knowledge, funding and programs • Tailor existing programs and services for the fishing and aquaculture industry. Mental health services need to be able to “speak fish”. • Identifying industry case studies, and sharing these as stories, of the effective ‘soft’ access/entry points through which people in the fishing and aquaculture industry can be engaged in thinking about mental health and in enabling help-seeking behaviours (i.e. not directly but as an adjunct to other more regular activities to decrease barriers to MH services)
<p>Fisheries and aquaculture are frequently overlooked in the broader rural and remote approaches to addressing mental health.</p>	<p>A strong political strategy is needed and in development from Seafood Industry Australia (SIA) and industry associations at the relevant levels to raise profile and awareness of industry needs</p>
<p>Trusted advisors are needed and they need help. Industry association professionals, partners and families, and regulatory professionals are dealing directly with members of their industry experiencing poor levels of mental health and are also entry points (as trusted advisors) for engaging with industry members on mental health as an issue</p>	<p>Support for ‘frontline responders’ (industry organisation and management agency staff) is a critical need and a call to action for:</p> <ul style="list-style-type: none"> • training to help them in their role as frontline responders, and • early intervention and support at the individual level to help these people manage the burden of this role

<p>Improving the mental health literacy and 'first aid' skills of key people across the social infrastructure can happen quickly and easily and can make a huge difference.</p> <p>Tanya King's research confirms the approach of the mental health sector, which is to engage with people in the fisheries and aquaculture industry through soft entry points, including existing industry processes and trusted people.</p>	<p>Developing mental health first aid skills and building capability to respond (knowledge, skills and options) right across the fisheries and aquaculture 'social infrastructure' is also an opportunity and priority for the short term.</p> <p>A number of existing WISA, Industry body and FRDC funded projects are strategic and effective places to build from for the medium and longer term.</p>
<p>Language is important. Terms used by people involved with fisheries and aquaculture can be negative and contribute to stigmatising mental health. A learning point for industry is to support use of appropriate language about mental health that enables awareness raising of what people are experiencing and builds positive mental health literacy.</p>	<p>Partnerships are needed at the national level between industry organisations and mental health sector to develop an effective evidence-based language and approach for use right across the industry</p>
<p>Reforms and change ("modern uncertainties") are significant stressors. A recent trigger for lowering levels of mental health has been the impact of changes to resource management, associated with the distinct nature of access for the industry, as well as to safety regulation. It was acknowledged that the lack of control over critical conditions (such as market conditions and resource access and allocation) is a feature of the industry, and that poor job control is a recognised factor contributing to lower levels of mental health.</p>	<p>Planning ahead for the potential impacts on mental health at times of industry change must be a priority for industry associations and regulatory bodies in partnership with mental health providers. This involves:</p> <ul style="list-style-type: none"> • greater collaboration with regulators about what is 'coming down the line'; • ensuring regulatory professionals are equipped with appropriate skills, knowledge and processes to account for impacts on mental health when rolling out substantial changes; • strengthening protective factors; and • targeting and increasing tailored access and engagement of support services at times of change.
<p>These interact with other individual, industry and cultural behaviours and drivers to contribute to lowering levels of mental health. Taking responsibility for these drivers is also something the industry needs to undertake in some way, alongside addressing external drivers (i.e. regulatory change).</p>	<p>Addressing mental health at the individual level as well as workplace, industry and community, is needed to drive personal responsibility for mental health alongside the sector-strategic level (as per previous point).</p>
<p>Clarity of roles and responsibilities is needed. FRDC's role is as a science provider that can support RD&E to understand drivers of mental health and what interventions are most effective, but it cannot hold responsibility over time for program development and provision.</p> <p>Industry organisation roles includes building partnerships with the mental health sector and with management agencies to improve change management capacity.</p>	<p>Outcomes of this workshop need to include:</p> <ul style="list-style-type: none"> • clarification of what industry organisation, management agency and FRDC roles are, • recognition of what these groups are currently doing (e.g. industry associations, like TSIC, WAFIC and WISA, are already becoming more proactive in partnering with the mental health sector); and • recommended further actions to support fulfilment of these roles.

3. Strategy – current initiatives and gap analysis

3.1 Current initiatives

The matrix of program areas (promotion, prevention and protection, and intervention and support) and scales was endorsed by participants. Participants updated the existing initiatives and those already under development (*italics*) listed in the matrix to describe the current approach to mental health.

	Industry-level and broader community (National OR State)	Workplace (Sector OR Firm/Operation)	Individual and Family
PROMOTION & AWARENESS RAISING	WISA's seafood ambassadors initiative and Project Regard's conversations and video https://youtu.be/e-QQqx3qGck	WISA's seafood ambassadors initiative and Project Regard's conversations and video - https://youtu.be/e-QQqx3qGck	TSIC's partnership with RAW to provide mental health first aid training
Mental health literacy and training	Sustainable Fishing Families project - GP brochure TSIC's 'Staying Afloat' campaign QSIA's podcast series with mental health experts and service providers - https://gsia.podbean.com/ - see Dr Beady & Dr Bowers interviews <i>Seafood Industry Australia's Pledge (proposed to include wellbeing of workers)</i>	TSIC's partnership with RAW to provide mental health first aid training WAFIC - Regional Men's Wellbeing partnership <i>WildCatch Fisheries SA's mental health first aid training and support service brokerage initiative (proposed)</i>	WAFIC - Regional Men's Wellbeing partnership <i>Wildcatch Fisheries SA's mental health first aid training and support service brokerage initiative (proposed)</i>
PREVENTION & MINIMISATION	Barriers to safe work culture project (FRDC research project 2017-046)	<i>FRDC Seafood Safety and Welfare - national champions initiative (proposed)</i> <i>Learning Management System for pre-ship WHS - mental health module (proposed)</i>	
Improving protective factors			
Prevention and minimisation of risk factors			
INTERVENTION & SUPPORT		TSIC's partnership with RAW for outreach WAFIC - Regional Men's Wellbeing partnership <i>WildCatch Fisheries SA's mental health first aid training and support service brokerage initiative (proposed)</i>	TSIC's partnership with RAW for outreach WAFIC - Regional Men's Wellbeing partnership Sustainable Fishing Families program (Tanya King /Deakin pilot, FRDC project 2016-400) <i>WildCatch Fisheries SA's mental health first aid training and support service brokerage initiative (proposed)</i>
Tailoring services			
Facilitating help-seeking behaviours			

3.2 Gaps in strategy and recommendations

Based on discussions of what initiatives are currently in place, the following gaps and recommended actions were identified:

Promotion and awareness raising

- Provision of mental health literacy and first aid training tailored to frontline responders in fisheries and aquaculture across all states/territories and sectors
- Dedicated awareness raising campaigns in fisheries and aquaculture sector across all states/territories and sectors (i.e. fisheries and aquaculture campaigns equivalent to 'Mates in Construction')

Prevention and minimisation

- Assessment of risk factors arising from job, workplace and work task design across the various types of jobs, workplaces and activities within fisheries and aquaculture
- Assessment of social impacts arising from design and implementation of reform processes (inclusive of resource access, allocation, and management, and safety regulation) on both operators and agency staff
- Dedicated wellbeing programs in fisheries and aquaculture sector across all states/territories and sectors (i.e. fisheries and aquaculture equivalent to 'Pit Stop Health Check model' offered by RFDS in drought affected areas)

Intervention and support

- Access to funding to establish or make accessible services specific to fisheries and aquaculture at State or Federal level
 - National and state-specific partnerships with key service providers and to facilitate access to other appropriate clinical services
 - Dedicated support programs in fisheries and aquaculture sector across all states/territories and sectors (i.e. Australian equivalent to 'SeaFit Programme' in Scotland)
- 3.1 Increase the industry's access to existing government-funded support programs for regional/agri-food sector services by making agencies aware of fisheries and aquaculture needs (Industry lead)
 - 3.2 Identify preferred types of mental health services and ways of accessing these by seeking advice from fishing and aquaculture members on their priority issues, how to tailor existing services and programs to their needs, and on what are appropriate entry/access points to improve mental health literacy and awareness of available support services (Industry lead)
 - 3.3 Form partnerships with appropriate with mental health providers at a range of scales and across all three areas of mental health strategy; promotion and awareness-raising; prevention and minimisation; and intervention and support (Industry lead)
 - 3.4 Work with partner mental health service providers to increase their awareness of fishing and aquaculture industry needs and their capacity to "talk fish" (Industry lead)
 - 3.5 Adapt available materials and guidelines targeted at ensuring mentally healthy workplaces for fisheries and aquaculture members, firms, management agencies and industry associations (FRDC-Industry collaboration)

Appendix 1 – Notes from situational analysis

Presentation files can be downloaded from:

<https://www.dropbox.com/sh/tu4ahli65wtm2qc/AADe60A9GuKsouqqlm--rQITa?dl=0>

Session: Work-related mental health: employer duties and the challenge for fisheries and aquaculture

Peta Miller, Safe Work Australia

- See presentation (Attachment A)
- Mental health now legally and socially an embedded concept in worker health and safety.
- “Psychological” health always been couched in WHS laws but now made explicit
- Need for appropriate context specific data that has appropriate granularity so can track change over time
- Current datasets concerning fisheries and aquaculture:
 - Do not reflect self-employed people
 - Based on work cover and workers compensation claim data
- FRDC’s proposed approach reflects the national WHS mental health strategy, noting slight different terminology (<https://www.safeworkaustralia.gov.au/doc/work-related-psychological-health-and-safety-systematic-approach-meeting-your-duties>)
- Needs for fisheries and aquaculture:
 - processes for receiving and responding to information about psychological hazards and incidents in workplaces and at sector levels
 - adapt the Safe Work Australia guide for seafood, for SMEs etc. especially, noting that inspectors expect a proportional response
 - inform SMEs and sole operators of the Safe Work Australia guide and support materials
- Important points for fisheries and aquaculture:
 - Controlling psycho-social risks also controls for back injury
 - Most common response by those responsible in the workplace will be to minimise hazards, given the nature of the industry
 - An effective intervention point is likely to be preventing escalation of mild to moderate risks (e.g. fatigue)

Calls to action notes

- Need to support operators in looking at how job and workplace design could be contributing to mental health
- Need to adapt Safe Work Australia’s guidelines for solo operators and SMEs
- Need to look at the role of WHS regulator in what respect? Change in how WHS engages with the industry members so that the WHS audit and compliance process itself does not cause undue stress, but more importantly does not work against people reporting and addressing safety.

Session: Thinking strategically about supporting mental health in the workplace: Insights from other industries and service providers

Catherine Doherty

Workplace Engagement Manager, Beyond Blue

- Needs a long term view and sustain the effort
- Noted the high level of leadership and commitment for and within seafood industry and community
- Need to think about strategies for maintaining/protecting mental health separately to strategies for intervening in chronic and acute mental ill-health cases – they are different
- Beyond Blue has led an industry-wide strategy development partnership with Health sector, and Police and emergency services
- They experienced low uptake by the Health sector, but high uptake by Police and ESS, with success reflected by the nested and multi-level approach the Police and ESS sector took
- Alternative approaches are to involve individual organisations in both top down and bottoms up strategies
- Beyond Blue acknowledges limited knowledge and relevance for SMEs of existing resources to support improved workplace mental health, and looking into it
- Beyond Blue also identified need to support industry organisations in supporting their members
- Beyond Blue is not a consultancy services but has tools, can help with extension and advice in strategy development and linking with support services
- SMEs don't want to go to third parties for MH assistance, but to trusted intermediaries (e.g. financial advisor, ...)

Gail Jameison

RFDS Drought Wellbeing Service

- See presentation (Attachment B)
- Not industry-led, but gained a lot of support and works in partnership with agricultural organisations (AgForce, NFF)
- Funded by contracts with QLD govt
- Uses similar nested approach: industry, community, family and individual
- Access to service is a major difference between metro and rural
- Not always the case that people access MH services the same way they access other health services, or that “build it and they will come” applies to MH service provision
- RFDS Drought Wellbeing Service then took a non-traditional approach:
 - Found that needed community engagement to help

Call to action notes

- Importance of engagement with the mental health services sector and community as part of delivering any early intervention or promotion
- Part of the purposes of this engagement is to understand each other, so education of frontline workers is critical (“partner / frontline trusted advocates”) through tagging on to other initiatives
- Need to provide training for frontline people/trusted advisors in seafood community
- Need a dedicated strategy to support industry members in appropriate help-seeking behaviours, and industry representatives in connecting those who call them for help with those who can provide it in a sustainable and professional way
- Need to consider non-traditional approaches, given the characteristics of the seafood industry

<p>people recognise their MH condition, needs and start seeking help</p> <ul style="list-style-type: none"> ○ Needed to do it as part of total health services (not separating MH from H services) ○ Provided training in MH literacy to frontline workforce to recognise MH issues and intervention options ○ Used existing opportunities to present to farmers on established topics, such as financial counselling, fatigue, to also introduce MH literacy training <ul style="list-style-type: none"> ● Their non-traditional approach working because breaks down barriers to access clinical services ● Encourages/enables ongoing early interventions, such as individual counselling, group sessions and workshops with family members and frontline workforce <p>Gavin Kelso CEO Hunterlink EAP (Employee Assistance Program)</p> <ul style="list-style-type: none"> ● Early days for understanding how to improve MH, and the approaches are evolving rapidly ● There are barriers in the design of EAPs, and these need addressing. Limited trust, access issues, tick box for an organisation, stigma of investing in MH ● The term “employee” is constraining – people we are seeking to work with are better thought of as “members” ● EAPs currently sit in the crisis management sphere, which is a limitation ● Important to have a conversation at the industry level about what “early intervention” means ● MH associated with depression – this is part of the stigma ● Terminology and mental health literacy is important – mental illness means to be diagnosed, whereas MH is a positive concept ● Mental wellbeing (MW) is what ties a lot of programs together, used a lot internationally ● Relationship is critical between EAP provider and partners 	<ul style="list-style-type: none"> ● Need to work with MH service providers and experts to get the language right, de-stigmatise and educate in the process about MH and MI ● Need to adopt the “member” model in how we consider people in the fisheries and aquaculture industry – not as “employees”
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Session: Mental health and the challenges of fisheries and aquaculture

FRDC project 2016-400 'Sustainable Fishing Families: Developing industry human capital through health, wellbeing, safety and resilience'

Tanya King, Deakin University

- See project discussion paper (Attachment C)
- Results of research highlight that MH arises from the layering and interaction of multiple factors and stressors, from the personal psycho-social to the macro and include factors over which individuals have some through to no control over
- Needs identified in discussion:
 - Recognise what industry members see as the stressors, but then get them to identify what they do have control over to start the conversation about building MH
 - Initiatives to support industry members in building resilience to enable them to adapt better to modern uncertainties (those out of their control)
 - Clarify what processes resource management agencies use to determine any anticipated impacts decision making and reform processes can have on MH of operators, and the extent to which their processes could be part of the minimisation and early intervention in potential MH declines

Workplace culture and links between safety – implications for mental health

Kate Brooks and Alex Thomas, KAL Analysis

- See presentation (Attachment D)
- Preliminary data from FRDC project 2017-046 'What's stopping you from protecting yourself and your mates? Identifying barriers to the adoption of safe work practises in the small-scale wild catch commercial fishing industry'
- Reported incidents far lower than real levels
- Need is a change in culture and behaviour towards safety and worker wellbeing
- International research show that social and environmental operating environment is a significant factor in influencing uptake of technical fixes
- In survey, 'Management' was used to refer to National policy agencies and regulators, local WHS regulators, Individual providers – highlights confusion
- Found a perceived disconnect between rules and regulations, and how operators approach WHS
- Fatigue came up as a major perceived cause

Summary

Rapporteur, Emily Ogier (workshop convenor)

Insights from within and without FRDC and seafood, and agreed needs:

- Need to adapt Safe Work Australia's psychological health and safety workplace guidelines for solo operators, SMEs, and for seafood workplaces in general
- Need to use existing platforms / trusted activities and advisors to deliver MH promotion and intervention
- Need to ask people in the industry what makes a good platform / soft entry point for MH interventions and support
- Need to acknowledge that Industry representatives, management agency staff, individuals, RMS, AMSA are already operating as frontline responders, and that they need training and support in MH

literacy and first aid.

Situational scan and agreed needs:

- Recognise role of perception and framing in how people in the industry currently identify mental health stressors, risk and protective factors, and who has responsibility for addressing these
- Fatigue has to be a direct focus as a significant and interacting risk factor for both WHS and MH
- Stressors include both modern uncertainties (including diminished social license and community support) and traditional risks. Can't do much about some modern uncertainties (i.e. export market conditions, fuel prices). But also need to recognise that any driver of change can be a stressor.
- Addressing stressors:
 - Need to engage with industry on what they have some control over and how they can build resilience to the changes outside of their control
 - Need to support / provide tools for public management decision makers to (better) account for anticipated social impacts of management change (e.g. management of resource access or maritime safety) as part of the decision making and reform process
 - Need to improve level of engagement of fishers with safety regulators and safety management systems in particular – disconnect between the regulatory system and operators (partly based on perception of one-size meant to fit all within the seafood industry)
 - Need to engage in improving relationships and information flows between people in management and regulatory agencies and people in the industry. The characteristics of these relationships can be a stressor in itself, and poor relationships can diminish trust and increase the likelihood of scaremongering in the face of uncertainties and reform
 - Need to improve skills and capacity of industry bodies and industry trusted advisors in disaster/major change (e.g. disease, closures) preparedness

Session: Strategies - who is doing what, where are the gaps?

Promotion and Awareness-raising

Staying Afloat, TSIC, Emily Ogier verbal summary for Julian Harrington (*apology*)

- See presentation (includes audio, Attachment E)
- Invitation to other industry representative bodies to run a 'Staying Afloat' campaign or similar with their networks and members and potential MH service providers
- Comment: is there an opportunity to specifically include and promote the role of women in the industry in the solutions?

NB: IT problems meant the audio could not be heard

WISA Seafood Ambassadors initiative and Project Regard Tanya King for WISA

- Issue is that a lot of mental health delivery coming from the big end of town, and the "experts" – a big issue of distrust
- Need ambassadors from industry itself to do this promotion to address stigma and support help seeking behaviour
- Project Regard has been a series of conversations, undirected and scripted, filmed, at industry level – bottom up approach
- 'Project regard' video provided (link: <https://youtu.be/e-QQqx3qGck>)

NB: IT problems meant the video could not be shown

Prevention and Protection

Making workplaces and tasks mentally healthy and safe

SeSAFE Steve Eayrs (indep consultant) & Marine Safety Extension Adoption (Tanya Adams) FRDC projects under the Seafood Safety and Welfare Initiative

- A range of SeSAFE and Marine Safety Extension Adoption projects, promotional materials and videos (see links in presentation, Attachment F)
- Opportunity to use safety Learning Management Systems (LMS) as a platform for mental health, hazard and response awareness raising. The LMS is being developed as part of the FRDC project 2017-194 'SeSAFE - delivering industry safety through electronic learning' (led by Steve Eayrs).
- Opportunity to use the National "champions" initiative proposed as part of the FRDC project 'To develop a national marine safety extension resource toolkit and to trial with all fisheries jurisdictions' (led by Tanya Adams) as another platform for promotion and awareness-raising.
- Unlikely that data about the level of accidents/lack of safety in the seafood industry are accurate, as based on a very small sample due to lack of work cover arrangements

Michelle Grech (AMSA)

- Inherited no or poor data from the States
- Acknowledge that language is a policy and regulation driven, which we know is not well suited. Need to

use a human-centred approach, and looking into how to do this

- Working to change reporting emphasis to that of using positive indicators of the presence of safe work practices and operating environment (a cultural change within AMSA)

Building industry resilience through management reform processes

Jane Lovell (Seafood Industry Australia)

- Efforts to talk about funding for support services with the Federal Government
- Supports a strategic approach based on partnerships with existing providers
- Need to train MH services /frontline responders in seafood industry intelligence (how to “talk fish”)
- Need to improve seafood industry awareness of MH
- Work with the willing (i.e. with seafood ambassadors, industry champions and early adopters) as a theory of change

Australian Fisheries Management Forum

Emily Ogier reported verbally on behalf of Bryan McDonald (AFMF Fisheries Management Sub-Committee and NT Fisheries)

Points provided out of session, noting that these points are the views of Bryan and not views necessarily endorsed by the AFMF or its sub-committees and that the recommendations of the workshop will be provided to the AFMF for a formal response:

- Fisheries and aquaculture management clearly has a responsibility to strive to improve awareness of the human dimension of decisions.
- Management is also unashamedly about resource stewardship and targets community-level (public good) benefit as a primary (but not exclusive) driver.
- There is often debate about the ‘fairness’ of decisions either at a sector level or an individual level – and grievance with decisions is a referenced issue to impact on wellbeing.
- From a management perspective it is a very rare circumstance where all parties will be content with any given decision – dissatisfaction is inevitable where conflict and competing interests define the decision-making space. Management that strives for universal appeasement is likely to lead to greater long term sectoral instability than the alternative.
- Procedural fairness underpinned by agreed principles must remain the focus of sound management process. Allowing for appropriate levels of participation, providing for natural justice and being transparent with the evidence behind decisions are all important.
- In short, management has a duty to support resilience-building via improved management practise based on sound principles and fair process; and resilience building from within industry regarding scenario mapping, and change/adaptation management is also important.

Support and Intervention

Partnerships - Rural Alive and Well (RAW) & TSIC

Presented verbally by Emily Ogier for Julian Harrington, TSIC

Emily Ogier verbal summary for Julian Harrington (*apology*)

- See presentation (includes audio, Attachment E)

Sustainable Fishing Families program - pilot

Tanya King, Deakin

- The survey conducted into health and wellbeing of fishers as part of FRDC project 2016-400 included

insights into help-seeking behaviours of fishers, and barriers to those

- Main insight was that any interventions needed tailoring for the fishing industry and that MH service providers need education in fishing industry literacy
- SFF program a longer-term type of intervention, more about prevention through building resilience – not a crisis response program (evaluation results are included in Attachment C)

Mental Health First Aid Training and Brokerage
Harry Petropoulos, Wildcatch Fisheries SA

- Wildcatch Fisheries SA has been reviewing the feasibility of an EAP however the funding model has a problem, a structural impediment (EAPs want minimum use) to making an enduring positive difference to MH
- Now looking at the feasibility of training SA fishers in Mental Health First Aid, and providing a brokerage service to direct fishers to the best services
- Looking at implementing such a program in next 6 months and evaluating

General discussion points

- Opportunity: There are funds available from a variety of sources (including Beyond Blue, State governments, FRDC) to support tailoring of services, piloting and evaluation of interventions, design of strategies
- Issue: Delays in FRDC funding application process are an impediment to timely action – call to action for FRDC administrative processes
- Need: Work with MH experts to determine the most effective messages and responses to get referral uptake when an industry member calls a frontline person, and that person directs them to a MH service (i.e. LifeLine)

Appendix 2 – Workshop agenda

Time	#	Agenda item	Action	Who
 Mental Health RD&E Workshop 1000 – 1600, 21 September 2018 National Wine Centre (Industry House), Adelaide AGENDA				
0930		<i>Coffee and tea</i>		
1000		Introduction		Maree Fudge (facilitator)
	1	<i>Leadership and commitment to a strategic approach</i>		
1010	1.1	FRDC's proposed programmatic approach and strategic investment	Presentation 15mins	Emily Ogier (convenor)
1025	1.2	Work-related mental health: employer duties and the challenge for fisheries and aquaculture	Key note presentation 30mins	Peta Miller (Indep researcher and consultant to Safe Work Australia)
1100	1.3	Thinking strategically about supporting mental health in the workplace: Insights from other industries and service providers	Presentations 30 mins Panel discussion and Q&A 20mins	<ul style="list-style-type: none"> Catherine Doherty (Workplace Engagement Manager, Beyond Blue) Gail Jamieson (RFDS Drought Wellbeing Service) Gavin Kelos (Hunterlink EAP)
	2	<i>Situational scan of mental health and the challenges in Fisheries and Aquaculture</i>		
1150	2.2	Fisher health and wellbeing	Presentation	Tanya King (Deakin)
1205	2.3	Workplace culture and links between safety and mental health	Presentation	Kate Brooks & Alex Thomas (KAL Analysis)
1220	2.4	Discussion – Can we make the proposed strategic and programmatic approach fit for fisheries and aquaculture?	Plenary 20mins	Maree Fudge
1240	2.5	Summing up	Rapporteur	Emily Ogier
1245		<i>Lunch</i>		
1315	2.6	Re-cap	5 mins	Maree Fudge
	3	<i>Strategies: who is doing what, where are the gaps?</i>		
1320	3.1	Promotion and Awareness-raising <ul style="list-style-type: none"> TSIC's 'Staying Afloat' campaign WISA Industry Champions 	Presentations 5mins each Q&A 10mins	<ul style="list-style-type: none"> Julian Harrington (TSIC – by video) Leonie Noble / Karen Holder (WISA)

1400	3.2	<p>Prevention and Protection:</p> <ul style="list-style-type: none"> • Making workplaces and tasks mentally healthy and safe: <ul style="list-style-type: none"> ○ SeSAFE and Marine Safety Extension Adoption projects ○ AMSA • Building industry resilience through management reform processes: <ul style="list-style-type: none"> ○ Seafood Industry Australia ○ Australian Fisheries Management Forum 	<p>Presentations 5mins each</p> <p>Q&A 10mins</p>	<ul style="list-style-type: none"> • Steve Eayrs/Tanya Adams (Indep consultants, FRDC projects) • Michelle Grech / Bryan Hemming (AMSA) • Jane Lovell (Seafood Industry Australia) • Bryan McDonald (AFMF Sub-committee)
1440	3.3	<p>Support:</p> <ul style="list-style-type: none"> • Partnerships - Rural Alive and Well (RAW) & TSIC • Sustainable Fishing Families program • Employee Assistance Programs 	<p>Presentations 5mins each</p> <p>Q&A 10mins</p>	<ul style="list-style-type: none"> • Julian Harrington (TSIC – by video) • Tanya King (Deakin) • Franca Romeo (WildCatch Fisheries SA)
1500	3.5	<p>Refining the strategy: What can we strengthen? Where are the gaps? – Feedback to FRDC</p>	<p>2x Break out roundtables</p>	<p>Process: Maree Fudge</p>
1540	4	<p>FRDC response and call to action</p>		<p>Emily Ogier Chris Izzo</p>
1600	5	<p>Close</p>		

Appendix 3 – Workshop participants

Apology	Adam Main	Tasmanian Salmonid Growers Association
✓	Alex Ogg	WA Fishing Industry Council (WAFIC)
✓	Alex Thomas	Alex Thomas Pty Ltd
✓	Annabel Boyer	FRDC Communications
✓	Barbara Konstas	Women's Industry Network Seafood Community (WISA)
✓	Brian Hemming	Australian Maritime Safety Authority (AMSA)
Apology	Bryan McDonald	AFMF Fisheries Management Sub-committee
✓	Catherine Doherty	Workplace Engagement Manager, Beyond blue
✓	Chris Izzo	Fisheries Research and Development Corporation (FRDC)
✓	Emily Ogier	FRDC Human Dimensions Research Subprogram (IMAS/UTAS)
✓	Franca Romeo	Wildcatch Fisheries SA
✓	Gail Jamieson	Coordinator, RFDS Drought Wellbeing Service
✓	Gavin Kelso	Hunterlink
✓	Harry Petropoulos	Wildcatch Fisheries SA
✓	Jane Lovell	Seafood Industry Australia (SIA)
✓	Johnathon Davey	Seafood Industry Victoria (SIV)
Apology	Julian Harrington	Tasmanian Seafood Industry Council (<i>contributing via video</i>)
✓	Karen Holder	Women's Industry Network Seafood Community (WISA)
✓	Kate Brooks	KAL Analysis
✓	Leonie Noble	Women's Industry Network Seafood Community (WISA)
✓	Maree Fudge	Facilitator, RDS Partners
✓	Michelle Grech	Australian Maritime Safety Authority (AMSA)
✓	Peta Miller	Representing Safe Work Australia (independent researcher and consultant)
✓	Steve Eayrs	Smart Fishing Consulting
✓	Tanya Adams	Taylor Health Solutions
✓	Tanya King	Deakin University
✓	Tricia Beatty	NSW Professional Fishermen's Industry Association (PFIA)

Appendix 4 – Examples of mental health support programs and resources

Area of action	Program / resource	Provider	Link
Promotion and Awareness Raising	Conversation movement to inspire and empower everyone to meaningfully connect with people around them and support anyone struggling with life	R U OK	https://www.ruok.org.au/
	Social change movement to change male stereotypes and behaviours dominant in Australian culture from "harden up" to "man up", where there's a place and a language for caring for mates. Media stories, fact files (myth busting) and links to service providers	Man Up	http://manup.org.au/
Prevention and Minimisation	Advice to support mentally healthy workplaces	Return to Work SA (govt)	http://www.rtwsa.com/insurance/risk-management-services/mentally-healthy-workplaces
	HeadsUp program for designing mentally healthy workplaces	Beyond Blue	
	Models of workplace/sector initiatives to improve MH literacy and awareness, and improve social capital	Hope Assistance Local Tradies (HALT)	http://thehaltbrekky.com/what-is-halt/
	Pit Stop Health Check model	RFDS	https://www.flyingdoctor.org.au/about-the-rfds/
	SeaFit Programme - Free health checks for fishermen, Scotland. Includes mental health support, and advice on drug and alcohol problems	Fishermen's Mission and Seafarers Hospital Society (SHS)	https://www.bbc.com/news/uk-scotland-north-east-orkney-shetland-45652639
	Agriculture sector online tool kit to help farmers cope effectively with life's challenges and get the most out of every day. mission is to equip farmers with new tools that reduce the negative impact that stressful situations have on their lives, so they have more time and energy to focus on the things that make them happy.	Ifarmwell and partners	https://www.ifarmwell.com.au/
	Drought TOOL KIT is a step wise guide designed to assist those living in drought affected areas to care for themselves and those around them.	Lifeline	https://www.lifeline.org.au/static/uploads/files/20180815-drought-tool-kit-final-wfilevmoomo.pdf
Early Intervention and Support	Suicide Prevention Network	Lincoln Alive – Port Lincoln	spn.portlincoln@gmail.com
	Suicide prevention in the Construction Industry through community development programs on sites and support of workers in need through case management and a 24/7 help line. Partners with the Oz-Help Foundation to provide Life Skills Toolbox training to apprentices and young workers.	Mates in Construction	http://matesinconstruction.org.au/about/
	'Helping someone at risk' - a 10 step guide to how to work with someone who you feel is at risk	Lifeline	https://www.lifeline.org.au/static/uploads/files/helping-someone-at-risk-of-suicide-wfholgcldvvp.pdf
	Indigenous suicide intervention pathways	Indigenous suicide intervention skills training	http://www.ruralhealth.org.au/14nrhc/sites/default/files/Nasir%2C%20Bushra%20PPTs%20E5.pdf
	Employee Assistance Programs (counselling) - various	E.g. Hunterlink	https://hunterlink.org.au/employee-assistance-provider-australia/