

INDUSTRY, COMPANY AND INSTITUTION NEWS AND RESEARCH



provide essential services have experienced public scrutiny and abuse during the pandemic. This emphasises the importance of developing a robust WHS and mental health framework to support Australia's front line employees.

With a workforce of almost 600 people distributed across Australia and New Zealand, leading water infrastructure company, Interflow, is aware of the role that a mentally healthy workplace plays in supporting its people through this difficult time.

For Interflow, the key to addressing mental health within the workplace has been establishing open two-way communication with its people in the office and field.

Interflow's Senior HSE Business Partner, Troy Dawson, explained how the Company has adapted its mental health strategy to account for the additional challenges of the COVID-19 pandemic. "A key focus for Interflow throughout the COVID-19 period has been promoting our Employee Assistance Program (EAP), holding Stop and Reset Toolbox Talks, and providing resilience training as part of our Mentally Healthy Workplace Project." he said. "Not only do these programmes help our workforce feel recognised, engaged and supported – but they enable our people to recognise the warning signs that someone may need assistance and then point them in the right direction."

The unique size, composition and geographical distribution of Australia's and New Zealand's water industry places significant challenges on its members when handling mental health issues.

As the second wave impacts of COVID-19 continue to emerge, the challenge for employers will be implementing meaningful solutions to support the mental health of Australia's and New Zealand's essential workforce in the long-term.

The water sector has adopted a collaborative approach to solving this issue, promoting the importance of mental health on an industry-wide scale through a combination of working groups, creative initiatives and information sharing. This camaraderie has not only sparked meaningful conversations about this critical topic but highlighted the fundamental desire for connection and community that we all share as humans.

"The Company's approach has dug deep to the heart of the issue, which is that mental health issues can affect anyone at any time," Troy said. "It's in everyone's best interests to hold ourselves accountable and prioritise the creation of a mentally healthy workplace for all." Website: www.interflow.com.au



An Interflow crew discusses mental health issues.

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