



# 2016-2018

## HALT STRATEGIC PLAN 2016-2018

AUTHORS: THE HALT COMMITTEE OF MANAGEMENT

### ***HALT's vision:***

***Every tradie in Australia knows how to look after their mental health and wellbeing.***

### ***Our Dream:***

***We have HALT workers in local communities across Australia.***

***The workers become the conduit between HALT, the local community and health services.***



## MISSION

Reduce stigma and increase awareness of mental health and wellbeing in the tradie community.  
Develop familiarity and connection for Tradies to health services within their local community.

## VALUES

- Hope, to want and act for a better now and future
- Courage, to be courageous and persist in the face of fear, threat or difficulty
- Honesty, honest with ourselves, honest with other people, honest about what we need to do.
- Persistence, to continue resolutely despite problems or difficulties

## PREAMBLE

- In 2014 approximately 75% of people who died by suicide were males and 25% were females.
- In 2014 there were 2160 males and 704 females that died by suicide; a total of 2864 which equates to an average of 7.8 deaths by suicide in Australia each day (ABS).
- One in five Australians will experience mental illness in a given year (Black Dog Institute).
- Tradies are one group that suffer mental illness, often without support.
- Tradies often don't know what services exist in their area.
- Many of them will not have the information or confidence to access local mental health services.
- Talking about depression, anxiety, suicide and life's difficulties are not part of the Tradie culture.
- Consequently, tradies suffer in silence and do not access the help that will improve their life.

## GOALS

- **EXPAND HALT TO LOCAL COMMUNITIES THROUGHOUT AUSTRALIA.**
- **EDUCATE AND RAISE AWARENESS OF MENTAL HEALTH ISSUES THAT PEOPLE IN THE BUILDING AND CONSTRUCTION INDUSTRY ENCOUNTER.**
- **EXPAND HALT'S REACH WITHIN THE COMMUNITIES IT SERVES.**
- **CREATE A STRONGER EVIDENCE BASE TO COMPLEMENT HALT'S WORK IN THE TRADIE COMMUNITY.**
- **TAILOR THE HALT PROGRAM FOR USE WITH OTHER GROUPS WHO HAVE SIMILAR NEEDS TO THOSE IN THE BUILDING AND CONSTRUCTION INDUSTRY.**



## STRATEGIES

### ■ EXPAND HALT TO LOCAL COMMUNITIES THROUGHOUT AUSTRALIA

- Investigate opportunities to source additional funding from government, non government and philanthropic sources
- Develop a communication plan to raise awareness and increase the reach of HALT
- Identify opportunities for strategic partnerships

### ■ EDUCATE AND RAISE AWARENESS OF MENTAL HEALTH ISSUES THAT PEOPLE IN THE BUILDING AND CONSTRUCTION INDUSTRY ENCOUNTER.

- Develop new and strengthen existing connections between the tradies and community health services, pharmacists, doctors and other support services in their local community
- Work closely with the hardware stores and other trade related outlets to build awareness and effective relationships with tradies and mental health
- Engage other sectors of the community including businesses, individuals and Rotary/Lions in assisting the HALT event in the local community
- Connect tradies to state and national mental health support services

### ■ EXPAND HALT'S REACH IN THE COMMUNITIES IT SERVES

- Develop communication engagement tools that will increase tradies knowledge and access to mental health and wellbeing
- Facilitate the delivery of training to support good mental health and well being in the community

### ■ GOAL - CREATE A STRONGER EVIDENCE BASE TO COMPLEMENT HALT'S WORK IN THE TRADIE COMMUNITY RESEARCH FOR FUNDING, GOVERNMENT AND NON GOVERNMENT

- Develop partnerships with institutions to extend evidence and practice of HALT activities
- Developing tools to evaluate HALT activity

### ■ GOAL - TAILOR THE HALT PROGRAM FOR USE WITH OTHER GROUPS WHO HAVE SIMILAR NEEDS TO THOSE IN THE BUILDING AND CONSTRUCTION INDUSTRY

- Explore and create opportunities with other occupations.
- Transpose and pilot the HALT model with other locally based industries.



## OUTCOMES

- Tradies become more comfortable talking about mental health to each other, their families and health professionals
- Tradies are aware of and able to access if required, local mental health services for themselves and others
- Key elements of the local community will support tradies in identifying and accessing mental health services
- Have a range of communication engagement tools that will assist tradies in understanding and accessing mental health support services



### The HALT Model

#### Principles underpinning the execution of the model:

- **Local communities will have local and unique profiles, that requires a locally crafted HALT event.**
- **Local health providers are activated and linked into the mental health needs of the Tradies.**
- **HALT will use informal and formal networks & strengths of the locality to create the event.**
- **Events have a greater impact than just the participants on the day, media exposure and local networks will amplify key HALT messages.**

#### HALT:

- Approaches a local community to run a HALT event OR
- Is approached by a local community to run a HALT event.

#### HALT event includes;

- Intro to HALT and why
- Raising awareness about the cost of mental health in the Tradie Community.
- Introduction of local health services and where to get help
- Thank you to local leaders
- Media interviews/pictures

HALT identifies, activates and informs key community leaders such as:

- Tradies
- Hardware Stores/other industry based businesses
- Employers
- Health Services (i.e. Pharmacy, GP, Community Health)
- Service Clubs
- Other community members
- Other businesses

HALT provides the leadership to create a local HALT event including: event space, food, giveaways, dates and times, local information.....

Media is utilised to publish the event.

## PART I

### INTRODUCTION TO HALT

#### HALT: HOPE ASSISTANCE LOCAL TRADIES

*HALT aims to be the bridge between the Tradie community and local and national mental health support services.*

*In 2013 a small rural town in Victoria was rocked by the suicide of well known and much loved Tradie. It was a moment that changed a community and brought them together.*

*The first HALT 'Save your Bacon' brekky was held at Tonks hardware store, Castlemaine, where tradies spend a lot of time and feel familiar, comfortable and relaxed.*

*Each Tradie received an egg and bacon roll, coffee and a HALT bag that contains information to assist tradies if they are struggling under the pressures the building and construction industry can throw up.*

*They have heard from me and my struggles with mental health and wellbeing in the building and construction industry.*



## PART I

Tradies traditionally come from a strong masculine culture that encourages the strong silent type and does not lend itself to tradies openly talking about issues that concern their physical, mental and financial health.

HALT's events aim to break through the stigma attached to mental health.

From the first rural breakfast HALT has spread its message and community engagement across Victoria and into southern NSW.

It's not just hardware stores that HALT engage with.

Over the last two years HALT has held events at secondary colleges, spoken to rotary clubs, TAFE, BTEC, University, local councils and private businesses.

Over 35 events we have reached approximately 2000 tradies and community members directly and raised awareness of Suicide prevention, depression and anxiety.

HALT spent eighteen months with Bendigo Community Health Services and late in November 2015 it was decided that it was time for HALT to become independent and expand through Victoria and Australia on a larger scale.

*“Great event, having had a friend take his life years ago, the more of these events telling young people where to get help the better, great job. Anon, Swan Hill*



## HALT COMMITTEE OF MANAGEMENT

### Tom Kenneally

Adaptive technology specialist and trainer with Vision Australia.

Tom works with blind and vision impaired people to gain independence through the use of technology.

### Ross O'Neill

Co Founder and owner of VR Builders. Ross is currently the Chairman of the Master Builders Bendigo Section and committee member of the MBAV Country Sector.

### Tim Adam

Tim is a social worker and currently works for Lifeline Central Victoria & Mallee and as a sessional lecturer/tutor at Latrobe University.

### Tamara Wilson

Tamara is an Accountant. Tamara founded PS My Family Matters in the Macedon Ranges which is a not for profit organisation providing a range of supports for Carers of a person living with mental illness.

### Vic Bolger

Vic worked as a Mental Health Nurse in Melbourne and has provided care in mental health hospitals, clinics, and on crisis teams, he has been a self employed Psychologist for the last fifteen years.

### Haylee Kennedy

Haylee has been a committee member with the local Suicide Prevention Awareness Network (SPAN) for four years now. Being touched by suicide has made us more aware of the impact it has, not only on the family but on the whole community.

### Jeremy Forbes

A trade qualified painter and decorator who has experienced the highs and lows of the building industry and co-founded HALT in 2013.



## PREVIOUS HALT EVENTS

- Castlemaine, Tonks Bros Hardware x 2
- Bendigo, Hume and Iser Home Hardware x2
- Drysdale, Home Hardware
- Geelong, Faggs Mitre 10
- Bairnsdale
- Swan Hill, Mitre 10 and Karine's
- Bendigo TAFE x 2
- Bendigo Technical Education College
- Gisborne
- Kyneton, Hardware store and Kyneton Hospital, Sacred Heart Secondary College
- St Arnaud, Home Hardware
- Wagga Wagga
- Heathcote
- Maryborough x 2



## COMMUNITY ENGAGEMENT TALKS

- Latrobe University fourth year Pharmacy students x 2
- Twelve Rotary clubs
- The DO Lectures
- Central Victorian and Mallee Lifeline AGM
- Bendigo Senior Secondary College
- Sacred Heart College, Kyneton

## ORGANISATIONS AND BUSINESSES WE'VE WORKED WITH

- Beyondblue
- Lifeline
- Headspace
- Bendigo Community Health Services
- St Lukes
- Castlemaine District Community Health Services
- Barwon Health
- Wagga Family Support Services
- Riverina Bluebell
- Rotary
- Sureway
- Bendigo Loddon Primary Care Partnership
- Southern Mallee Primary Care Partnership
- Bendigo Technical Education College
- Bendigo TAFE
- Mallee Family Care
- Local Hardware stores
- Mt Alexander Shire
- Mensline
- Sacred Heart College-Kyneton
- Bendigo Senior Secondary College
- Master Builders Association, MBA
- Domestic Builders Insurance, DBI, a division of VMIA
- Kyneton District Health Service

## PART 2

### EVIDENCE OF WORK SO FAR ...

- HALT was founded by concerned community members in August 2013 and HALT's inaugural 'Save your Bacon' brekky was held at Tonks Bros Hardware store on November 11th 2013.
- The event was unfunded and relied on the generosity, support and understanding of the community.
- The next HALT event was held at Hume and Iser's in Bendigo on March 18th 2014 and once more relied on the support of the community.
- HALT had representatives from both local and National mental health support services present.
- HALT's Co-founder, Jeremy Forbes, was approached by Kim Sykes, CEO of Bendigo Community Health Services (BCHS) to work with them on expanding and building the HALT model in May 2014.
- HALT has held events throughout Victoria and Wagga Wagga in NSW.



- HALT has not just had one event in each town or city, indeed, HALT has been back to run events twice in several locations.
- HALT has had two events in Castlemaine at Tonks Bros Hardware, two events at Hume and Iser's in Bendigo and two at Bendigo Tafe for the building and construction apprentices and staff.
- HALT has run two events in Swan Hill and Maryborough at two different hardware stores.
- In Kyneton HALT has hosted events at the Kyneton Hardware store, Kyneton Hospital for the building and construction workers working on an extension and a year nine class at Kyneton's Sacred Heart Cathedral College organised an event for the workers renovating their college.
- HALT has run an event and spoken to VCAL students at Bendigo Senior Secondary college.
- HALT has the capacity to approach hardware stores in communities and has also been approached by community members who have been touched by suicide and want to proactively assist their community in suicide prevention.
- At nearly every event a HALT representative has been approached by Tradies to tell their story about suicide attempts and experiences with mental health issues.

## EVIDENCE OF NEED - OFFICIAL STATISTICS, A BROADER CONTEXT



- ***Suicide is a prominent public health concern. Over a five-year period from 2009 to 2013, the average number of suicide deaths per year was 2,461.***
- ***In 2013, 1,885 males (16.4 per 100,000) and 637 females (5.5 per 100,000) died by suicide, a total of 2,522 deaths (10.9 per 100,000), which equates to an average of 6.9 deaths by suicide in Australia each day.***
- ***In 2013, approximately 75% of people who died by suicide were males and 25% were females.***
- ***Suicide accounted for 1.7% of death from all causes in 2013. In males 2.5% of all deaths were attributed to suicide, while the rate for females was 0.9%.***
- ***With the exception of those aged over 85, the highest rates of suicide were observed among men in their middle years (i.e. 40-54).***

Accessed on the 28/1/16 from <http://www.mindframe-media.info/for-media/reporting-suicide/facts-and-stats>

**...Suicide still remains a leading cause of social burden in Australia. There is a large human cost associated with suicide such as the emotional impact on family and friends, and broader economic costs such as the use of services leading up to and immediately following suicide. There are also indirect economic costs to society through premature mortality, such as productivity. (Pg 7)**

**In total, it is estimated that suicide in Australia led to approximately 20.1 million in direct costs in 2012..... resulting in an estimated direct cost of \$16.1 million for males and \$4.0 million for females. (pg20)**

**It is estimated that that suicide in Australia led to approximately 1.6 billion in productivity loss in 2012. (pg 20)**

- **What about the costs for attempted suicide?**

**KPMG Report, 2013 Economic Costs of Suicide in Australia <http://menslink.org.au/wp-content/uploads/2013/10/KPMG-Economic-cost-of-suicide-in-Australia-Menslink.pdf>**

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**Substance use conditions are most prominent in the mining, construction, accommodation and food services sectors. (pg5)**

**It is estimated that mental health conditions have a substantial impact on Australian workplaces - approximately \$11 billion per year. This comprises \$4.7 billion in absenteeism, \$6.1 billion in presenteeism and \$146 million in compensation claims (see Figure 1). These estimates are similar to other studies which have analysed the impact of mental health in the workplace. (PG 6)**

**Price, Waterhouse and Coopers Report 2014, Creating a Mentally Health Workplace. [https://www.headsup.org.au/docs/default-source/resources/beyondblue\\_workplaceroi\\_finalreport\\_may-2014.pdf?sfvrsn=6](https://www.headsup.org.au/docs/default-source/resources/beyondblue_workplaceroi_finalreport_may-2014.pdf?sfvrsn=6)**

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### **Suicide attempts**

- **For every completed suicide, it is estimated that as many as 30 people attempt.**
- **That's around 200 attempts per day.**
- **That's more than one new attempt in Australia every 10 minutes.**

### **Thoughts of suicide (Suicidal ideation)**

- **It is estimated that around 250 people make a suicide plan every day.**
- **It is estimated that around 1,000 people think about suicide every day.**

**The most recent data (ABS, Causes of Death, 2012) shows that almost twice as many people died from suicide in Australia, than in road related transport deaths (1,310 vs 2,535).**

**Lifeline 28/1/16 [www.lifeline.org.au/About-Lifeline/Media-Centre/Suicide-Statistics-in-Australia/Suicide-Statistics](http://www.lifeline.org.au/About-Lifeline/Media-Centre/Suicide-Statistics-in-Australia/Suicide-Statistics)**