



Supporting Families in Mental Illness



NEWSLETTER | AUG/SEPT 2023



Kia ora

Welcome to the August/September newsletter. Hope you are all keeping warm and dry it has

been a really wet and cold month but summer is on its way??

A lot has happened over the last two months with staff taking up new positions out side SF. It is sad to say goodbye to Lyn who works in Dannevirke, Julie will be working full time now and a sad goodbye to Kim who has been with SF for the last 10 years, she will be sadly missed. I wish both Lyn and Kim well in their new positions.

We will be running a new Anxiety programme in early September in Palmerston North if anyone is interested please don't hesitate to contact the office. We will be offering the depression programme in the Tararua region late August early

September. SF will also be offering the Go Kidz programme next school holiday's, this is a programme for children 7-11years that live in the presence of mental illness and/or addiction. It's a fun day for all if you would like more information please don't hesitate to call. Times are very challenging out there right now please remember we are there to help and support you. It's nice to know that there is someone at the end of the phone who is happy to talk please give us a ring if you need to, we are always happy to hear from you.

Take care, keep warm

Looking forward to the sun shining soon.

Christine



CALL 06 355 8561

www.manawatusf.org.nz

Manager: Christine Zander-Campell

Email: christine@manawatusf.org.nz

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**Family Whānau Support
in Mental Illness
Manawatu**

or search for ManawatuSF



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If you no longer wish to receive this newsletter, please let Sharon know and she will take you off the mailing list – admin@manawatusf.org.nz

Palmerston North Office

Whānau Coordinator: Kate Philips
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Kia ora from Palmerston North and Feilding

Life has been very busy for us in the Palmerston North office with lots of referrals coming in. It's been very wet, gloomy and cold lately. We know how important it is for our wellbeing to be outside and staying active but it's not always easy in this weather. This is why I would like to recommend the Green Prescriptions Active Adults Programme.

The Green Prescription Programme (which is delivered by Sport Manawātū in the Mid-Central Region) is designed to support people who are 18 years of age or older who are currently inactive but who are looking for support to improve their health and well-being through increased physical activity.

They have different class options and deliver in several localities: Palmerston North, Levin, Feilding, and Tararua. Each class promotes the importance of health and physical activity through discussions on topics such as diabetes, motivation, and healthy eating. Activity options include a range of exercises from walking, aqua, resistance bands, 'sit and be fit' and the gym. For those individuals that cannot attend one of the class sessions, they offer phone support services.

Their programme consists of 10-weeks and runs alongside the school term.

For more information on Green Prescription or how to get involved please get in contact:

Phone: (06) 357 5349

Email: grx@sportmanawatu.org.nz

Or visit our Sport Manawātū office at 40 The Square, Palmerston North

Green Prescription's Active Families Programme

Active Families is a programme that targets 4 to 12 year olds and their families. The programme is designed to provide support, guidance, and opportunities to create healthy lifestyles through regular physical activity and healthy eating. With

the support of the Active Families Advisor, your family will set achievable goals to help you and your whānau live healthier lifestyles. Healthy nutrition advice is part of the programme and there is also the opportunity to meet and make new friends while working towards worthwhile and positive outcomes. Both the parents and children will work collaboratively alongside the Active Families Advisor to implement changes in their everyday life to become healthier and more active.

For more information on Green Prescription Active Families or how to get involved please contact the Active Families Advisor:

Lathainia Lowrie

Cell: 021 278 3563

Email: lathainial@sportmanawatu.org.nz

We are taking names for our next connections with hope for anxiety programme coming up. This is a 10 week programme run 1 night per week for 2 hours from 6 to 8 pm. Please if you know of anyone who would benefit from this great programme encourage them to give us a call.

We continue to offer 1 to 1 support, advocacy, education and information to whānau who have a family member experiencing distress. Keep moving and stay warm!

Kate

Palmerston North Office

Whānau Coordinator: Kim McKelvey
Email: kim@manawatusf.org.nz



Kia ora

Well this is my final newsletter piece as I leave Manawatu Supporting Families this week. I wish you and your family/whānau well for the future. I have enjoyed working with many families over the past 10 years and feel honoured to have been a part of their journey. I will be working at Think Hauora, in the Here Toitu Team as a Kaimanaaki. There will still be support for you once I leave, please touch base with Kate or Christine on 06 3558561.

Nga mihi
Kim



Dannevirke Office

Whānau Coordinator: Julie Fromont
Email: julie@manawatusf.org.nz



Greetings to all,

Certainly, is a cold and wet winter this year. I have been lucky enough to have some leave and went over to Tasmania to stay with my daughter for ten days. My daughter has a dairy farm, so I tried my hand as a land girl. I think ill stick to the job I have. Had a wonderful time. I take my hat off to farmers who work in all kinds of weather seven days a week. I've come to the conclusion the older we get the harder it is to travel. Everything in the airport is very technical and gone of the days of person-to-person service. Everything seems to be going at a fast pace or am I just showing my age? It doesn't hurt to stop and help someone who is struggling or talk to the person sitting next to you waiting for an appointment or plane. Wherever we are a little bit of our time and kindness goes a long way to make someone else have a better day. Stay safe everyone and keep warm.

Cheers, Julie

Levin Office

Whānau Coordinator: Crystal Taituha
Email: crystal@manawatusf.org.nz



Manawatia a Matariki

Happy Māori New Years to one and all. Hope all have taken some time to enjoy the Matariki celebrations happening around our rohe. Matariki is a time for whānau, friends, love and just gathering and being with others.



Winter is well and truly here bringing some beautiful views of our Tararua Ranges as they are covered in snow... exciting view and conversation from our children.

I'd like to take this time to wish our team mate Kim McKelvey all the best on her new journey as she leaves us to spread her wings in other employment. It has been great to work besides Kim and I'm happy for all those who will come across her in her mahi. Go well Kim.

Keep warm in your woolies and keep your fires burning.

Crystal



Go Kidz

Children Understanding Mental Illness & Addiction

Go Kidz is a programme that supports children who live in the presence of Mental Illness and Addiction issues.

The programme will help address the needs of children (7-11 years old) by providing education and understanding of mental health and addiction issues through activity based sessions which will use appropriate ways to deal with their feelings about their situation.

If you have any one interested in this programme please contact Christine on 06 355 8561 for more information.

ANXIETY PROGRAMME

Connections with Hope Anxiety

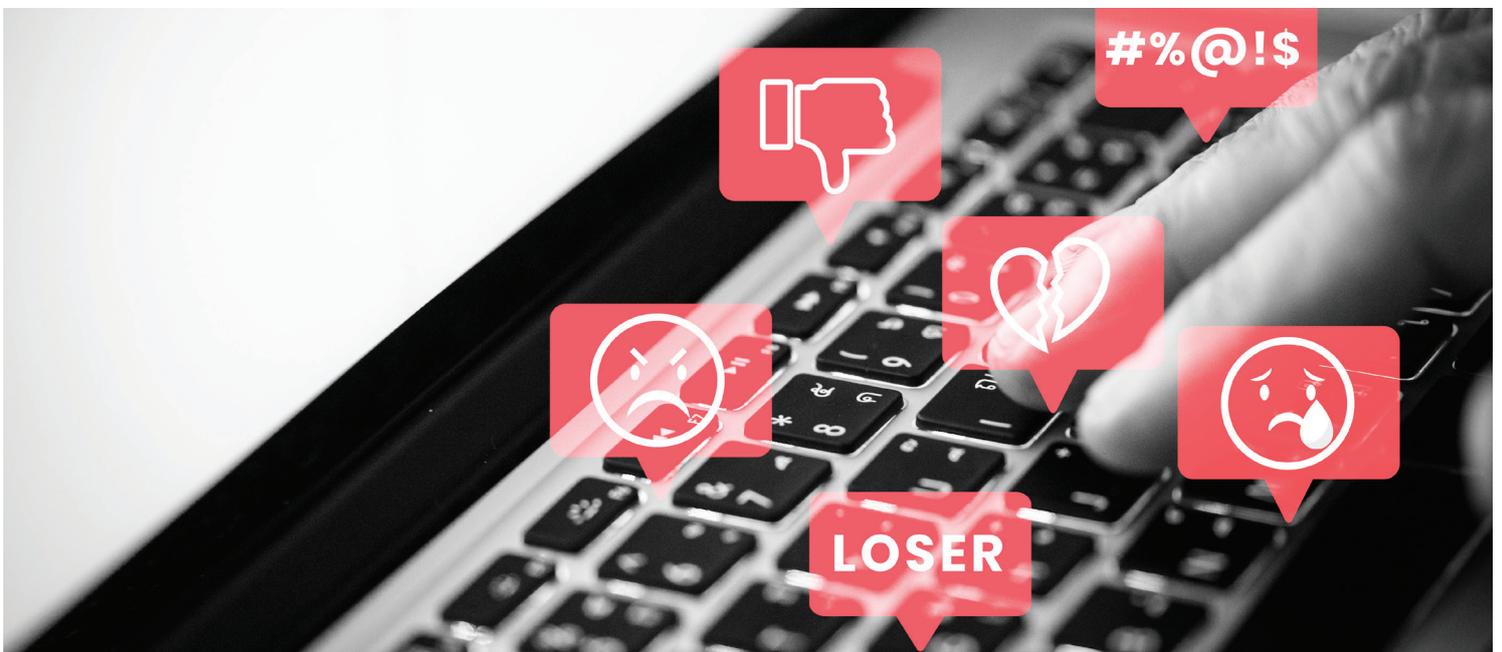
A programme for people with mild to moderate anxiety

- ✓ 10 week programme for 2 hours per week
- ✓ This is a free and confidential programme

Starting early September in Palmerston North. For more information or to make an appointment for an assessment please ring your SF office.

Palmerston North 06 355 8561





Statistics on mental health and wellbeing in New Zealand workplaces

Source: <https://mentalhealth.org.nz/workplaces/statistics-on-mental-health-and-wellbeing-in-new-zealand-workplaces>

Summary

- One in four New Zealand workers is flourishing.
- 33% of users of mental health services did not apply for jobs because they expected discrimination.
- 1 in 5 New Zealand workers report always or often being stressed by work.
- In 2020, New Zealand lost 7.3 million working days and \$1.85 billion due to work absence. 22% of workers still go to work sick. 64% of organisations report stress is increasing, with Covid-19 as a significant contributor.

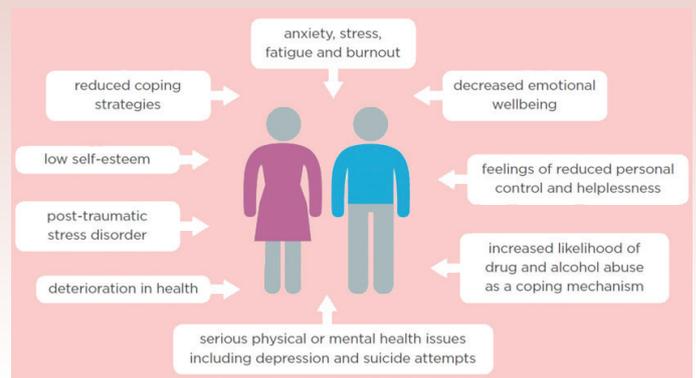
Bullying and cyber bullying at work

Bullying is quite common in workplaces across Aotearoa. In 2022, two in five workers believe they have been subject to workplace bullying in their lifetime (up from one in five in another report in 2020) and about 25% had seen others being bullied (down from 40% in 2020).

Another report from 2018 revealed that 84% of surveyed workers had experienced cyber abuse, and 48% more than one form of it. 75.5% didn't report the abuse to their organisation, believing it wouldn't make a difference.

According to another source from 2013, one fifth of workers didn't feel secure in their jobs and 30% experienced bullying in the previous six months. In 2019, one in 10 workers in Aotearoa felt discriminated against, harassed, or bullied at work.

Harms from bullying are shown below: (11)



Diversity issues and challenges

The New Zealand workplace diversity study found that the three most important diversity issues to firms and organisations in 2022 were:

- Wellbeing/wellness (75.4%, up from 72.2% in 2021)
- Bias (62.1%, up from 57.3% in 2021)
- Flexibility (53.8%, down from 56.7% in 2021)

The same research showed that the three biggest workplace wellbeing challenges in 2022 were:

- Employees' mental health (81.9%, up from 80.7% in 2021)
- Stress (75.5%, down from 78.8% in 2021)
- Work/life balance (74.3%, slightly up from 74.2% in 2021)

13.1% of the 2022 survey respondents identified as neurodivergent. 32.1% of these people believed that neurodiversity affected their career development opportunities negatively.



62.1% of those surveyed indicated that bias influenced decision making in their organisations – this is a decrease from 57.3% in the year before.

Inclusion

A survey of Australian and New Zealand workplaces by Hays found that 56% of respondents felt their chance of being accepted for a job was lowered because of their sexual orientation, ethnicity, age, gender or disability, and 63% felt the same about their chances for career progression.

Half of those who participated in the survey believe their leaders have a bias towards those who look, think or act like them. For people with disabilities, the percentage is even higher, at 66%. The survey found a lack of Māori role models – only 1% of respondents had a Māori line manager.

Detail - New Zealand

Flourishing

In a 2015 study, "One in four New Zealand workers were categorised as flourishing. Being older and married, reporting greater income, financial security, physical health, autonomy, strengths awareness and use, work-life balance, job satisfaction, participation in the Five Ways to Wellbeing, volunteering, and feeling appreciated by others were all positively associated with worker flourishing independent of sociodemographics."

Depression and psychological distress at work

The 2020 NZ Workplace Barometer survey revealed that 42.4% of respondents reported high psychosocial risk to these workers and negative outcomes such as job strain and depression. In 2018, 27% of respondents felt depressed most of the time, and 64% experienced restless sleep disturbance, which is a symptom of depression. This research also concluded that:

Work-family conflict, workplace bullying, and lack of inclusion increased the risk of depression.

Where levels of the PSC (psycho-social safety climate) were highest, psychosocial health problems, depression, and psychosocial distress, were lowest.

Discrimination at work

A third of surveyed users of mental health services did not apply for jobs because of anticipated discrimination.

Stress at work

Statistics New Zealand's Survey of working life found that 1 in 5 New Zealand workers report always or often being stressed by work.

A survey by Southern Cross Health Insurance and Business New Zealand found that in 2020:

- New Zealand lost 7.3 million working days due to work absence. This is down 7.4 million working days in 2018.
- The cost of absence to the economy was \$1.85 billion, up from \$1.79 billion in 2018.
- 22% of workers still go to work sick, down from 35% in 2018.
- 64% of organisations report stress is increasing, with Covid-19 as a significant contributor.

The 2023 Umbrella Wellbeing Report found that among 7,000 New Zealand workers:

- 14% feel pressured to work long hours (up from 10% in 2021)
- 43% have to neglect some of their work tasks because they have too much to do
- 44% work very intensively to meet work deadlines.

In addition, New Zealanders who reported having high workloads have two times greater odds of experiencing high levels of psychological distress and three times greater odds of intending to leave their jobs in the next 6 months.

Bullying and cyber bullying at work

Nearly two in ten respondents of the 2020 Workplace Barometer Survey said they had experienced bullying (up from 1 in 10 in 2018) and nearly 40% had seen others being bullied (up from 23% in 2018). The most frequently reported negative behaviours associated with bullying were "someone withholding information which affects your performance" and "being ignored by people at work (being ignored, excluded)."

Bullying seems to be more common in some industries than others. A 2009 study found that one in five employees experienced bullying in hospitality, health, education, and travel industries.

- Of those, 86.7% of respondents had experienced at least occasional negative acts in the previous six months at work.
- 7.7% self-reported that they had witnessed bullying behaviours by others in their workplace either "several times per week" or "almost daily."
- Bullying was most prevalent in the education sector (22%), followed by health (18%), hospitality (15%), and travel (11%).
- 81% of those working in education sector said they were under high stress. 77% of those in health, 75% in travel and 50% in hospitality reported the same.

In a 2013 survey by the PSA, one in five workers did not feel secure in their jobs and 30% had experienced bullying in the previous six months.

A 2018 survey of workers in Aotearoa found that 84% of those surveyed had experienced cyber abuse, and 48% more than one form of it. 75.5% didn't report the abuse to their organisation, believing it wouldn't make a difference.



According to another 2018 report, those employed in the construction industry are at a higher risk for experiencing mental distress. A toxic masculine environment; drug and alcohol use; high-risk worker population; an undervalued career path; intergenerational issues on worksites; intolerance of diversity; well-informed and demanding customers - all point to a higher risk environment. Unfortunately, this is reflected in the high prevalence of suicide among the construction industry workforce in New Zealand.

Small and Medium Enterprises (SMEs)

According to a Xero research from 2019, only about a third of small business owners think their team would benefit from improved wellbeing, and two out of every five don't feel any responsibility for their staff's wellbeing. (35)

Of the 1,001 small business leaders Xero surveyed, almost two-thirds said they would like support or advice when it comes to workplace wellbeing – a figure that roughly corresponds with the 60% who believe staff wellbeing is their responsibility.

Diversity issues and challenges

The New Zealand workplace diversity study found that the three most important diversity issues to firms and organisations in 2022 were:

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- Stress (75.5%, down from 78.8% in 2021)
- Work/life balance (74.3%, slightly up from 74.2% in 2021)

When asked about attracting a diverse workforce to the organisation, respondents indicated it was problematic, in particular to appeal to Māori (43.8%), Pacific people (39.3%), people with physical disabilities (23.2%), and transgender and gender-diverse people (20.6%).

62.1% indicated there was conscious and unconscious bias in their organisations, up from 57.3% in 2021 and 48.9% in 2020. These findings may suggest that there is an increased level of understanding of bias as an influencing factor in decision making, recruitment, promotion and pay.

Organisations address diversity in a variety of ways, with the most popular methods being 'cultural celebrations' (63%), 'awareness initiatives' (49.5%) and 'diversity training and education' (48.6%).

The 2022 study advocated for neurodiversity in the workplace. When considering diversity issues identified as being important to organisations, neurodiversity was the issue that had received the greatest increase

in importance between 2021 and 2022 (doubling from 12% to 24.2%).

Inclusion

The recruitment company Hays undertakes a diversity and inclusion survey of working professionals every two years in Australia and New Zealand. The most recent (2018/19) survey found that:

- 56% of respondents said there had been an occasion where they felt that their chance of being accepted for a job was lowered because of their sexual orientation, ethnicity, age, gender, or disability.
- 40% believe they are more likely to be promoted if they have a similar socio-economic background to the organisation's management.
- 45% said they have experienced bullying or harassment at work due to their gender, age, ethnicity, sexual orientation, or disability.
- 38% said their employer takes every opportunity to create a workplace culture that is more diverse and inclusive.
- The survey also found that there is a lack of Māori role models: only 1% of respondents have a line manager who is Māori, and 0.79% said the most senior person in the organisation is Māori. Half of all surveyed said their organisation's leaders have a bias towards people who look, think, or act like them.

Mental health and absenteeism

A 2018 survey of New Zealanders by Seek (released to Stuff) found that:

- 44% of respondents had never taken a mental health day but 66% said they had wanted to.
- 27% had lied about taking a mental health day.
- Only 37% of workplaces are known to provide a workplace policy for mental health.

A nationwide New Zealand survey in 2022 shows a number of groups are disproportionately affected, e.g. Māori, Pacific Peoples, and Asian workers, as well as disabled workers, and bisexual workers.

The prevalence rates from the survey below show harassment and bullying affects all sectors in New Zealand and cuts across all socio-economic groups:

Sexual harassment	RACIAL HARASSMENT	BULLYING
17% ...of workers report being 'sexually harassed' in their working life.	15% ...of workers report being 'racially harassed' in their working life.	40% ...of workers report being 'bullied' in their working life.
30% ...of workers in the last 5 years experienced one or more of the sexual harassment behaviours measured in the survey.	39% ...of workers in the last 5 years experienced one or more of the racial harassment behaviours measured in the survey.	20% ...of workers experienced one or more of bullying behaviours measured in the survey 'often' or 'always' in the last 12 months.
23% ...of workers are aware of sexual harassment affecting others in their workplace in the last 5 years.	29% ...of workers are aware of racial harassment affecting others in their workplace in the last 5 years.	44% ...of workers are aware of bullying affecting others in their workplace in the last 5 years.



Donations and Acknowledgements

We are grateful to be in a position to provide support. However in order to continue to improve and develop our service we require the ongoing support of donors. The ongoing support of your small gift each month is the most effective way to assist our valuable work. All donations are tax deductible, and there are no longer any restrictions on the amount you can claim back. Payments can be made by internet banking, this can be set up with the following details:

Manawatu Supporting Families in Mental Illness
Westpac 03 1522 0020097 00

*Please place your Name/s under Particulars and "Donation" under Reference.
A receipt can be issued upon request for tax credit purposes.*

We gratefully thank the following for the funding we receive:

MidCentral District Health Board, Lottery Grants Board, The Lion Foundation, Infinity Foundation Ltd, T G McCarthy Trust, Vavasour Trust, Eastern & Central Trust, COGS Manawatu, COGS Tararua, Mainland Foundation, Community Services Council, Frozen Funds, Milverton Trust, Kingdom Foundation, Heartland Lion Foundation, donations from the general public and of course our members.



PROJECT CALM



Skill based anxiety reduction programme for school aged children

- 8 week course. One hour per session. One session per week.
- Parents attend alongside child. Parents learn theory and reasoning behind the strategies children are learning.
- Practical strategies are taught by the child programme facilitator.
- Based on Acceptance Commitment Therapy, Cognitive Behavioural Therapy and Self Compassion models.
- Children learn skills in mindfulness, relaxation, self compassion and problem solving.
- Adults learn about identifying and managing sensory issues, thinking errors and social difficulties.

School Based Option

- School choose students to attend – up to 8 per group.
- Children and parents received Project CALM Programme on school site after school.
- Teaching staff offered a workshop and PD into anxiety reduction

For registration of interest in hosting a Project CALM course contact
Supporting Families christine@manawatusf.org.nz 06 3558561



Sender:



**PO Box 5010
Palmerston North 4441**