

Working on Depression

A practical guide to the management of depression in the workplace



Return to Work Matters
THE RESOURCE FOR RETURN TO WORK PROFESSIONALS

www.rtwmatters.org

Produced by
the RTWMatters team
to assist employers
improve workplace systems
and practices

Working on Depression

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A practical guide to the management of depression in the workplace

by Return To Work Matters Pty Ltd

RTWMatters is a dedicated resource for professionals who assist people to remain at work or return to work.

The material is freely available to members of RTWMatters.org

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1 Introduction

Depression is a leading cause of suffering, dysfunction and disability.

It is also becoming more common.

Each year depression will affect about one in ten people in the workplace. It is most common between the ages of 30 and 40 when workers are in their prime.


People with illnesses that affect mood will miss an average of 27 to 65 days per year. Depression reduces productivity.

Many people who have depression are not properly diagnosed. Of those who are, many do not receive adequate treatment. This causes employees unnecessary distress and affects the bottom line of business.

1.1 What causes depression?

Can I do anything about it?

Yes – a lot can be done!



Depression is a treatable disease
- but it is under-recognised

8 out of 10 people with depression
will benefit from treatment

Aim to be able to ***respond to depression like more traditional health problems*** such as back pain

At least 80% of people with depression can be treated successfully with medication, psychotherapy or a combination of both.

Workplaces should be able to respond to this health issue in the same way that they respond to more traditional problems such as back injury.

This handbook is designed to help you recognise, manage and prevent depression in the work place.