



Mental Health Coaching for the Comcare Scheme

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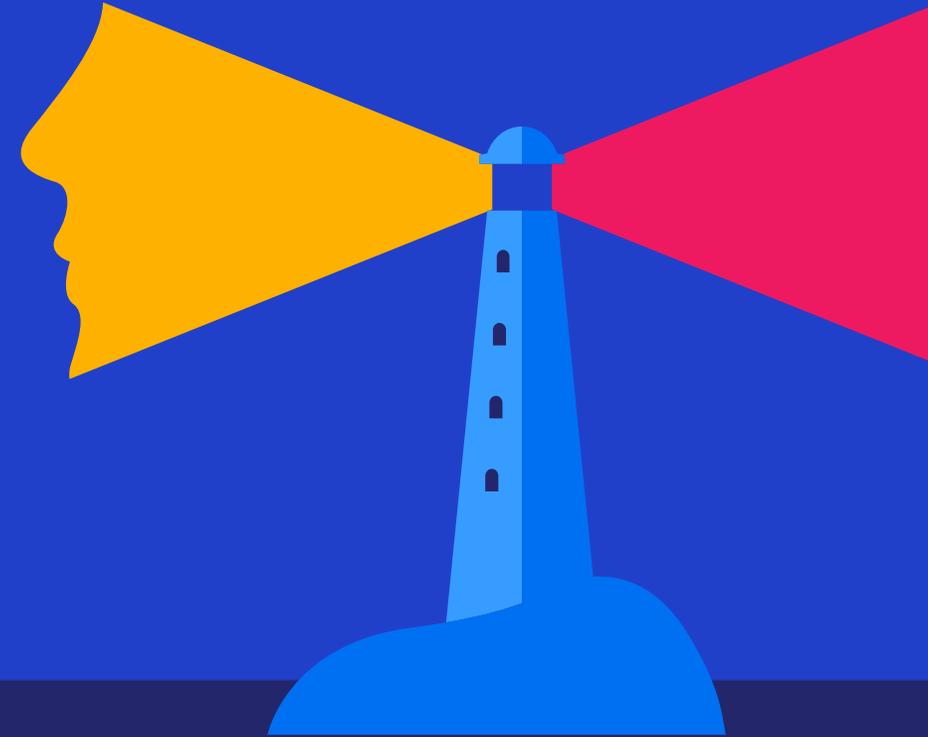




Beyond Blue acknowledges the Land on which our head office is based has deep connections to peoples and cultures across the Eastern Kulin Nation. We acknowledge the Traditional Owners of this area, the Wurundjeri Peoples, and pay our respects to their Elders past and present. As an organisation with national reach, we extend our respect to all Elders and Aboriginal and Torres Strait Islander peoples across Australia.



Beyond Blue acknowledges those who are living with and managing mental health conditions such as anxiety and depression, their families, friends and supporters, and those affected by suicide.



Agenda

- Current state of Mental Health at Work
- Introducing Before Blue
- Participant experience to date
- Agency insights
- Interested in learning more?

Mental Health at Work

10.5%
of serious claims
19.2% increase
on 2021-22

Mental health conditions accounted for 10.5% in 2022-23 of serious claims

\$65,400

Median compensation paid >4 times median compensation paid across all serious claims (\$14,400)

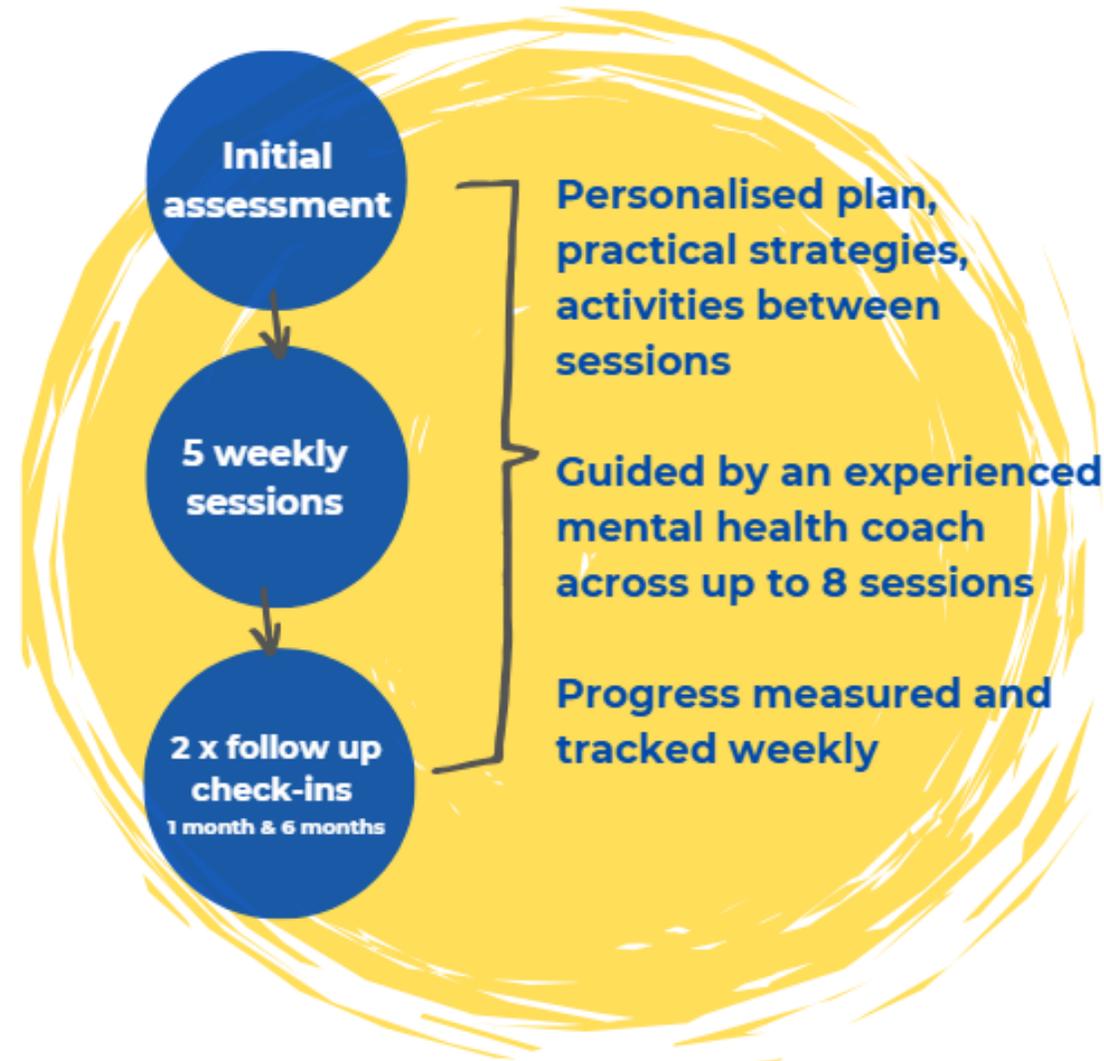
37 wks

Median time lost, increase from 21-22 data >5 times the median time lost across all serious claims (7.2)

Before Blue - Prevention and early intervention support for employees struggling to manage everyday challenges

FOUNDATIONS

- Proven framework
- 10+ years of research, learnings and performance in the Australian context
- Skill based program empowering people to drive change over 6 weeks and beyond
- Measurable and shows sustained improvement in people's mental health
- Complements existing mental health supports



SUPPORT

- Streamlined operations and robust clinical framework
- Impact and outcomes reporting
- Employee engagement sessions
- Marketing, communications assets & resources
- Trusted Beyond Blue brand helping to overcome stigma and barriers to help seeking.

Before Blue participant experience to date

THEMES

Employees are appreciating the **relatability** of the coaches, **ease of access**, **frequency of sessions**, **low stigma**, **no jargon**, **practical and proven approach**, and the **name change** from NewAccess.

REASONS FOR ACCESS

Support for work and non-work reasons such as: demands of role, interpersonal conflict, confidence in the role, wellbeing, self-care, self-development, family, carer, relationship issues.

94%
overall mental
health improved

100%
more able to
cope with work
challenges

100%
Learnt skills to
help maintain
mental health

94%
more able to cope
with mental
health challenges
they experience



Participant testimonial Feb 2025

“At first, I worried I didn’t belong in the program, fearing I was the “worried well” taking a spot from someone more in need. But my **experience proved transformative.**

The sessions **equipped me with tools to handle anxiety and navigate challenging leadership moments with confidence.**

My Coach, provided **clear, actionable guidance** tailored to my needs, helping me make real progress over time. **The session frequency was spot on,** and my Coach’s support made a genuine impact.

‘Before Blue’ **gave me the confidence** and strategies to lead more effectively—**highly recommended!**”

Before Blue participant

Small Agency testimonial March 2025

“The Before Blue coaching program **simply works**. We have been engaged in the program over the past few years and received **nothing but positive feedback from users** of the service.

As a Case Manager, there is nothing more satisfying than seeing someone **transition from struggling to getting back on track** and becoming a **happier, more confident** version of themselves.

It’s a **perfect complement** to our Employee Assistance Program and helps us provide **more holistic early intervention support options** to employees seeking our assistance.”

Small Agency Case Manager

Interested in learning more?

SON number: SON4087870

More information:

[Before Blue - Beyond Blue](#)

[Before Blue: Early intervention mental health support program | Comcare](#)

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