

Tonkin Consulting

The below case study was provided for Consult Australia's [Striving for mentally healthy workplaces](#) report.

Case study: Tackling mental health at Tonkin Consulting

At Tonkin Consulting, we strive to provide our staff with a healthy workplace. We want our staff to grow, develop and be healthier as a result of the time they spend working. Providing a mentally healthy workplace is critical to achieving this objective.

Tonkin Consulting's CEO, Gerry Doyle, is open about his battles with depression and anxiety and has used his experiences as a talking point with staff to try and break down the stigma associated with mental health. By regularly talking about mental health issues, we are trying to make it OK for people in the business to discuss how they are feeling and if they need help.

To support this, our people managers have been trained in how to have a conversation with someone who may be struggling with personal issues. Being a small organisation, we are able to offer the opportunity for any staff member to talk one on one with the CEO about his experiences or about where they are in their lives. By talking about what is going on, others are able to assist and provide support. Suffering in silence is just suffering.

Tonkin Consulting offers all staff access to an Employee Assistance Provider (EAP). The EAP is available for all staff to contact directly and staff can book up to three appointments completely anonymously. When someone talks to one of our people managers or CEO about their challenges, they will always offer the opportunity for the individual to meet with the EAP. We found that by encouraging people to attend the EAP and by enabling all staff to book into the EAP without asking for approval, usage of the service increased significantly.

The final part of our mentally healthy workplace strategy relates to how we do our work and the teams that we build. We strive to provide a workplace where people connect with their teams and can rely on their colleagues for support. We also offer all staff flexible working arrangements so that you can manage what you need to do in your life as well as possible. We understand that everyone has a life outside of work. Being able to manage their lives to get what they need done helps them to feel supported and happy. This ultimately leads to a friendly and productive work environment for our people at Tonkin Consulting.