

What are Campfire Podcasts about?

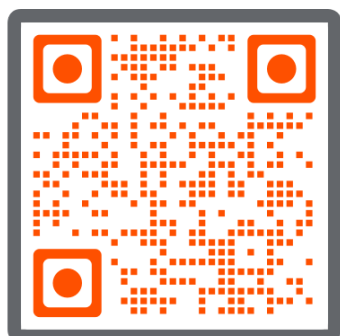
Campfire podcasts provide engaging, solution-focused stories and information for farmers to proactively improve their systems of work and build mentally healthy workplaces.

Listen to our Campfire podcast series with topic and farming experts on a wide range of issues that impact your workplace.

Podcasts are available via the 'National Centre for Farmer Health' channel on Spotify, Apple Podcasts and Anchor.



Or access the Campfire podcast via www.farmerhealth.org.au/campfire.



SCAN ME

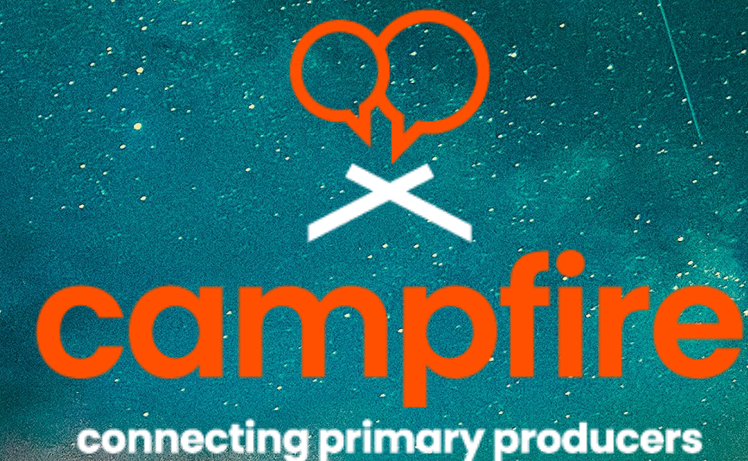
1. Working Effectively in a Family Business
2. AgriSafe Australia
3. New to Farming: Learning from Experience
4. Communication: It's more than words
5. Rural Financial Counselling Service
6. Practical tips to prevent stress on the farm
7. Mentally preparing for fire season
8. Healthy ageing on the farm
9. Preventing bullying in farm workplaces
10. Overcoming isolation on farm
11. Disaster Preparedness and Rural Resilience
12. Farm Security and Preventing Farm Crime
13. Why is succession planning so stressful?
14. Understanding the mental impacts of farm injuries
15. Proactive responses to climate uncertainty
16. Working Dogs and Farmer Wellbeing
17. Changing Safety Culture: A Team Effort
18. Biosecurity on farms: controlling what you can control
19. Kids follow parents' lead on farm safety
20. Thinking through your flood recovery journey
21. Children and flood recovery
22. Let's Talk - How to check in on a mate
23. Check up and thrive - Farmer Health checks

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Campfire is led by the National Centre for Farmer Health in collaboration with farmers and industry stakeholders. We acknowledge support for the development of this program from researchers at Griffith University, the University of South Australia and Cath Cosgrave Consulting.

www.farmerhealth.org.au/campfire



Campfire supports farmers to improve work systems and build mentally healthy workplaces



Taking action to build a mentally healthy farm workplace

Work-related risk factors Actions to take to make a difference

Factors in the design or management of work that can positively or negatively affect the mental health of team members

Work demands

Work has to be flexible depending on the seasons and market forces. This includes high work demands relating to busy periods, like harvest.

- Identify high priority tasks.
- Plan ahead for any additional worker needs.
- Set achievable deadlines, and ensure everyone understands them
- Provide practical help for workers involved in challenging tasks
- Manage fatigue – take regular breaks, eat well, keep hydrated, and avoid high-risk tasks (e.g. operating machinery) during the early hours of the morning

Level of control

Influencing the weather or global commodity prices is impossible, but improving the sense of control people have in the workplace is achievable

- Get everyone in your team involved in making decisions and assigning tasks.
- Encourage suggestions for improvements and efficiencies
- Give workers some control over how tasks are completed
- Match tasks to people's physical capabilities, skills and training

Workplace support

Mentally healthy workplaces need emotional and practical support from supervisors and peers/family members, the right kind of information and training, and the right tools, equipment and resources to do the job.

- Ensure everyone has enough information to do their jobs well and safely
- Make sure people know who they are accountable to and where to go for assistance.
- Be willing to help out when things are challenging.
- Provide and ask for helpful feedback. Say thank you.
- Induction of new workers must include establishing that they have the right skill set, understand safety procedures and safety equipment, have the correct PPE, and know how to report incidents
- Hold regular team meetings to raise problems, discuss solutions and celebrate what is going well

Organisational change management

Change is an everyday part of farming and it can lead to high levels of stress when it is not managed well

- Communication is critical to implementing successful change
- Talk to the whole team about proposed changes, why they are happening, the expected outcomes and time frames.
- Ensure people are clear about their role and receive any additional training/support they need to complete new tasks/roles.
- Have regular meetings to discuss change implementation and impact.
- Bring in outside help to work through difficult changes

Role conflict

Setting tasks that are realistic, and don't go against expectations and values are important.

- Make sure people get clear messages about what tasks they should be doing.
- Ensure tasks and instructions given aren't conflicting.
- Don't ask people to do tasks that go against their values.

Work-related risk factors Actions to take to make a difference

Factors in the design or management of work that can positively or negatively affect the mental health of team members

Organisational justice

A positive and fair working environment improves trust, satisfaction and loyalty and can help people cope with work-related challenges

- Encourage a workplace where respect, fairness and openness are valued, and lead by example.
- Make sure workplace policies are clear and well communicated (e.g. safety plans, maintenance schedules, holiday/sick leave).
- Create ways for people in the business to have a say in decisions that affect them.
- Explain why decisions are made – people are more likely to accept decisions if they can understand the reason and purpose.
- Ensure that each team member (including family) has a clear position description so that everyone is clear on their roles and responsibilities
- When there is a conflict, make sure everyone has an equal chance to respond and everyone is treated respectfully.

Role clarity

Knowing what tasks are expected, what tasks are most important, how these tasks should be done, and how one task fits into the bigger picture are all important in a mentally healthy workplace.

- Make sure everyone knows and understands their role in your team and that there is a written position description.
- Give regular feedback on jobs well done and any areas for improvement.
- Make sure people know who to speak to if they have a problem or need help.

Workplace relationships

Managing relationships, dealing with conflict and encouraging success through teamwork all contribute to a mentally healthy workplace

- Promote and demonstrate a culture of respect and trust to encourage people to be their best
- Develop a team/family charter to set out workplace values and spell out how problems are solved
- Avoid conflict by scheduling regular team meetings to encourage communication, creative thinking and problem solving
- Give regular feedback – recognise when people have done tasks well and provide practical help with areas that need improving
- Deal with any conflict or bullying early and call out bad behaviour

Environmental conditions

Eliminating or managing exposure to noise, dust, chemicals, extreme heat or cold help to create a healthy workplace – both physically and mentally

- Conduct regular safety audits and actively foster a positive farm safety culture
- Provide safety training and review regularly
- Provide suitable PPE for each worker, and ensure they know how and when to use it.
- Display a list of required PPE to be worn for particular tasks
- Plan tasks to suit the weather conditions