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30/05/24

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CRICOS Provider No. 00120C

Dear Australian Workplace,

I am writing to invite your workplace to participate in a research study by The Australian National University, Black Dog Institute, and Deakin University. The research is supported by the Mental Health Australia General Clinical Trials Network (#MRF2006296).

The study will examine whether a brief online educational program delivered through workplaces can improve mental health help-seeking intentions from health professionals.

Despite the high rates of common mental disorders, the majority of people with a mental health problem do not seek help from a health professional. The lack of engagement with professional services leads to poor outcomes in both mental health symptoms and functional impairment for individuals, which is likely to impact on quality of life and work productivity. We know that individual factors such as stigmatising views of mental illness, stigma of help seeking, knowledge about mental health, and high self-reliance reduce the likelihood of an individual seeking help when experiencing symptoms of poor mental health. This program aims to target these individual factors to improve people's intentions to seek help from health professionals. Improved help-seeking can lead to better overall health and may improve workplace productivity.

We are aiming to recruit 30-36 Australian workplaces to be part of the trial (900 individual participants total). In order for your workplace to be involved you must have an Employee Assistance Program (EAP) in place. To be eligible for the trial, your workplace must have at least 50 employees total as this will help us reach our recruitment goals.

If you are interested in your workplace being involved in this study, your workplace will be randomly assigned access to one of two programs: (1) enhanced interactive mental health education program or (2) brief mental health education program. It is expected that both of these programs will be educational for participants. In order to assign your workplace a group, we will need to ask you some questions as follows: 1) workplace type (office-based vs non-office based); 2) organisation size (<200 vs 200+); and location (ACT/NSW/Victoria vs Other Australian state/territory), so we can evenly balance the randomisation of workplaces across the two program types.

We will then send you an email and message template that you can send out to all of your employees. Please ensure that is marked as from your organisation so that employees recognise it is legitimate (e.g., not phishing or spam). Employees who are interested in participating will complete a brief (10 min) survey, followed by the program (20 min), and another brief survey afterwards (10 mins). They will be invited to complete a final survey after 6 months via the email they provide in the survey. Participation is entirely voluntary and individual participants may decline or discontinue their participation at any time by contacting the research team. It will be up to each individual workplace if they choose to allow participants to complete the study during work time or not.



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Whilst individual participation by employees is completely voluntary and you will not know who amongst your employees who has participated, we aim to engage at least 20% of employees in each workplace. This minimum amount of employees will help us to be able to statistically determine an effect for the program. We will inform you of your participation rates and you can send out the email or message a second time to remind employees about the study if you wish. We will also inform our ethics committee (ANU Human Research Ethics Committee) that your workplace is participating.

This study has the potential to increase help-seeking to evidence-based treatments among people with common mental health problems. I thank you for your consideration of this invitation, and please do not hesitate to contact me with any questions you may have regarding the study.

If you agree to participate in the trial, please sign and return the form below to indicate you understand what is involved.

We are happy to discuss your workplace's involvement in the trial, and work collaboratively with you to understand and help you to meet any workplace health and safety requirements relevant to participation in the trial.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Philip Batterham'.

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Professor Philip Batterham  
Head  
Centre for Mental Health Research

**Contact details for more information:** If you have further queries about the project, please contact the research team below.

**The HeLiPaD Trial Team**

Centre for Mental Health Research  
National Centre for Epidemiology and Population Health  
The Australian National University  
Email: [helipad@anu.edu.au](mailto:helipad@anu.edu.au)



**Workplace agreement to participate in trial**

Please email this completed form back to [helipad@anu.edu.au](mailto:helipad@anu.edu.au)

We have read the above letter and understand that our participation in this trial as a workplace is completely voluntary.

We acknowledge that there may be certain outcomes or benefits of this trial such as an increase in the number of employees seeking from employee assistance programs, or improved mental health knowledge in our employees.

We also confirm that:

1. Our workplace has an Employee Assistance Program (EAP), at least 50 employees and we will send an invitation to all employees.
2. Our employees will be informed that participating in the trial is completely voluntary.
3. Our employees are expected to meet the inclusion criteria for the trial: a) an employee in an Australian workplace; b) aged 18 years or over, living in Australia, and fluent in reading & understanding English; c) Have access to a device (desktop, laptop, tablet, and/or smart phone) and reliable internet to complete the online program.
4. We will seek advice and take responsibility for any relevant workplace health and safety requirements that may be relevant to our or our employees participation in the trial.
5. We will consider the relevant workplace health and safety regulations if we choose to allow participants to complete the program at work (e.g., if employees who are on worker's compensation injury management plans complete the program, this may constitute a deviation from the individual's plan).

**Please select one option for each question that best describes your workplace:**

1.  Office-based                       Non-office based
2.  Less than 200 employees    200 or more employees
3. **Total number of employees** \_\_\_\_\_
4.  NSW/VIC/ACT                       Other state or territory
5.  Metro                                       Regional
6. **Where did you hear about the trial?** \_\_\_\_\_ (optional)

Name: \_\_\_\_\_ (name of authorised person)

Signed \_\_\_\_\_

Contact: \_\_\_\_\_ (email) \_\_\_\_\_ (phone)

On behalf of \_\_\_\_\_ (organisation name)