

WORK HEALTH, SAFETY & WELLBEING FOR THE LEGAL PROFESSION

Recovre supporting those that support others to meet the laws



Recovre* is a provider of Work Health, Safety, Wellbeing and Injury Management consulting and training services.

We have been partnering with legal firms for decades, to provide services that support our legal profession clients meet their own Work Health and Safety and Workers Compensation & Rehabilitation laws, whilst they support their clients meeting their legal compliances.

Recovre understands the unique health, safety and wellbeing challenges faced by your industry, including:

MENTAL HEALTH ISSUES RELATED TO WORK STRESSORS E.G.

- Hours of work / workload management / fatigue
- Work-life balance
- Client and public aggression & protection of physical safety
- Bullying and harassment
- Workplace culture
- Management hierarchy
- Lack of willingness to seek help/speak out
- Late identification of health issues.

Lawyers are more likely than the general population to experience depression and anxiety.¹

Almost a third of solicitors and one in five barristers surveyed suffered from clinical depression.²

PHYSICAL HEALTH ISSUES E.G.

- Sedentary nature of work – sitting at the desk or extended travel
- Reduced exercise
- Nutrition and sleep habits
- Handling of office items such as heavy files

Recovre's WHS, Physical and Psychological Allied Health Consultants have worked with your profession to provide tailored services included (but not limited to):

- WHS Due Diligence training for Executive
- WHS for Managers programs
- Mental Health Risk Assessment training and consultancy (utilising resources from GuardingMinds@Work and Tristan Jepson Memorial Foundation)



- Psychological First Aid in the Workplace training / Psychoeducation workshops
- Managing mental health injuries and increasing mental health literacy programs
- Office ergonomics and manual handling programs
- Preventative exercise programs
- Wellbeing calendars e.g. diet and nutrition, incidental exercise, mindfulness / relaxation, men’s & women’s health programs, yoga at the desk, sleep hygiene, fatigue awareness
- Anti-bullying & harassment programs
- WHS Cultural surveying
- Health and Safety Representatives program (including a focus on Occupational Violence)
- Occupational Rehabilitation service for compensable and non-work related injuries
- Dealing with difficult customers training
- Respectful behaviours training

Promoting mental and physical health and wellbeing for the legal profession means creating safe working environments where workers are working to be able to reach their full potential, can cope with the normal stresses of legal practice and work productively.

1. For an overview of the major depressive illnesses and anxiety disorders, see <http://www.beyondblue.org.au/the-facts>.
2. See Kelk, Norm, Georgina Luscombe, Sharon Medlow and Ian Hickie (2009), *Courting the blues: Attitudes towards depression in Australian law students and legal practitioners*, Sydney: Brain & Mind Research Institute, University of Sydney (the Brain and Mind Study).

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