



Changes in Medications for Depression: Impact on Study, Work and Employment

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Presentation highlights salient problems relating to increasing use of antidepressant medications in the global workforce. Responding to this challenge in a timely, effective and locally appropriate manner requires a dialogue to be initiated around this issue grounded in awareness of the lived experience and impact.

Presentation aligned with competency guidelines of equity and diversity. Recognising and respecting diversity and working effectively with clients with illness/disability is a cornerstone of ethical professional practice. Presentation highlights important issues which can help clients negotiate change and transition in their career and personal life arising from changes to anti-depressant medication.

OUTCOMES

Awareness and appreciation of:

- The experiences of people during changes to their anti-depressant medication;
- Potential impact on occupational wellbeing and sustainable employability;

Identification of potential solutions to improve this experience.

EVIDENCE

Impacts and costs of depression in the workplace are well-documented. With changes and discontinuation of anti-depressant medication being common and the known accompanying psychological and physiological reactions, the potential impact on workplace functioning is significant.

This presentation highlights findings from a study suggesting significant impacts of changes to anti-depressant medication on ability to cope with job demands and workplace relationships; absenteeism; productivity; turnover.

A strong reciprocal effect of work on depression was also evident, by which positive effects (e.g., work content, workplace relationships) and negative effects (e.g., stress, bullying, stigma) exert an impact on the lived experience of depression.

A range of support strategies and services viewed as potentially helpful will also be discussed.