



aware
DEFEAT DEPRESSION



Depression/Anxiety and the Workplace

Mind
wise

A NEW VISION
FOR MENTAL HEALTH

Mental health at work



Right now, 1 in 6 workers is experiencing depression, anxiety or stress and costing the UK economy £26 billion each year. What does the elephant in the room cost your business?

mind.org.uk - 2012



Costs like these....?



- **Reduced productivity**

Employees who remain in work without the support they need cost UK businesses up to £15.1 billion a year.

- **Lost working days**

70 million working days are lost every year due to mental ill health, with 10 million working days directly caused by work-related problems.

- **Recruitment**

Staff turnover as a result of employees leaving their jobs due to mental ill health costs £2.4 billion.





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Stigma and Mental Illness



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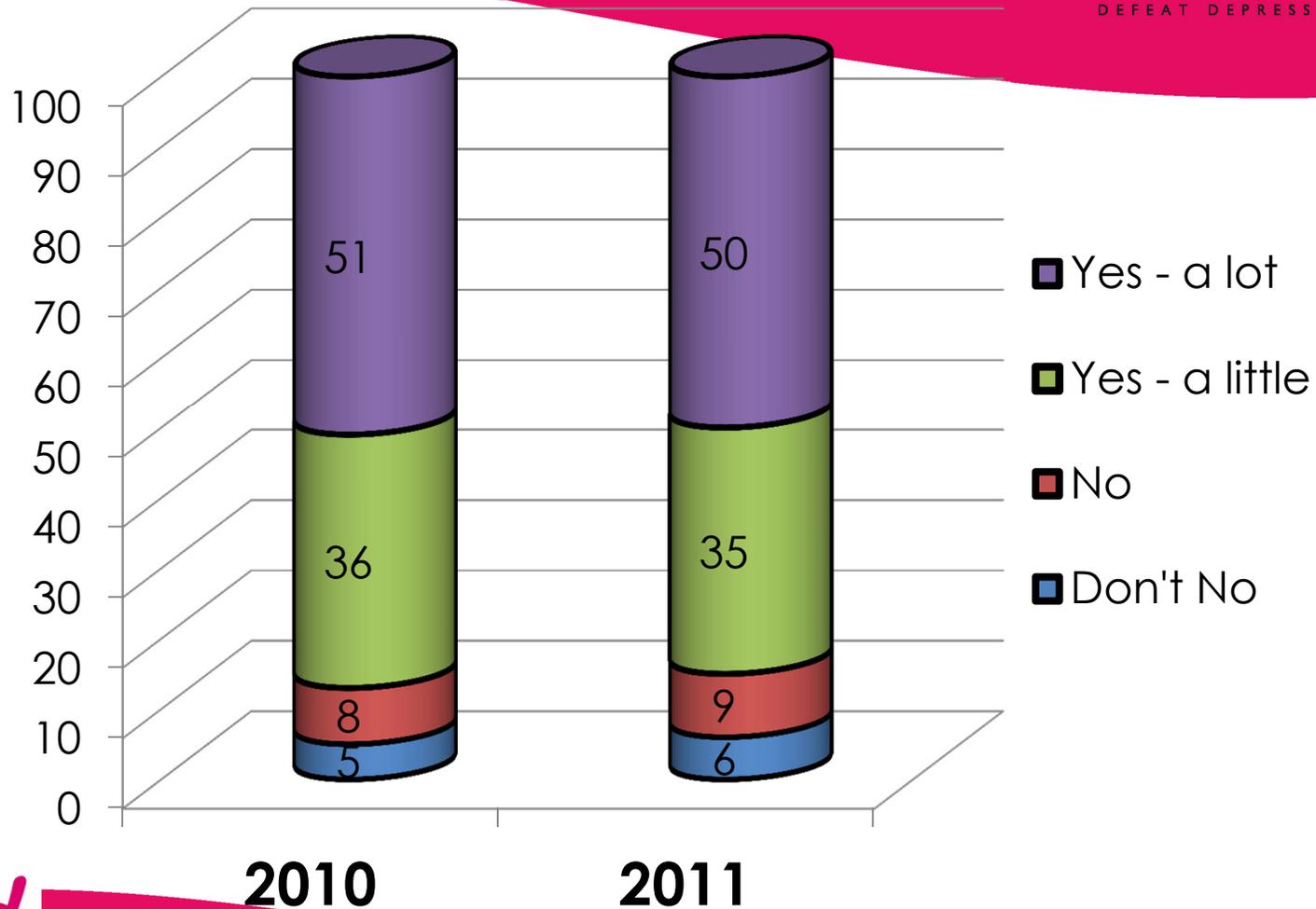
Does your employer know?



Respondents were far less likely to say they would feel comfortable talking to an employer than to friends and family – 42% in 2011 would feel comfortable talking to an employer, compared with 70% who would feel comfortable talking to friends and family

NHS – Attitudes to Mental Illness Survey 2011

Stigma and Discrimination



Employers responsibility....



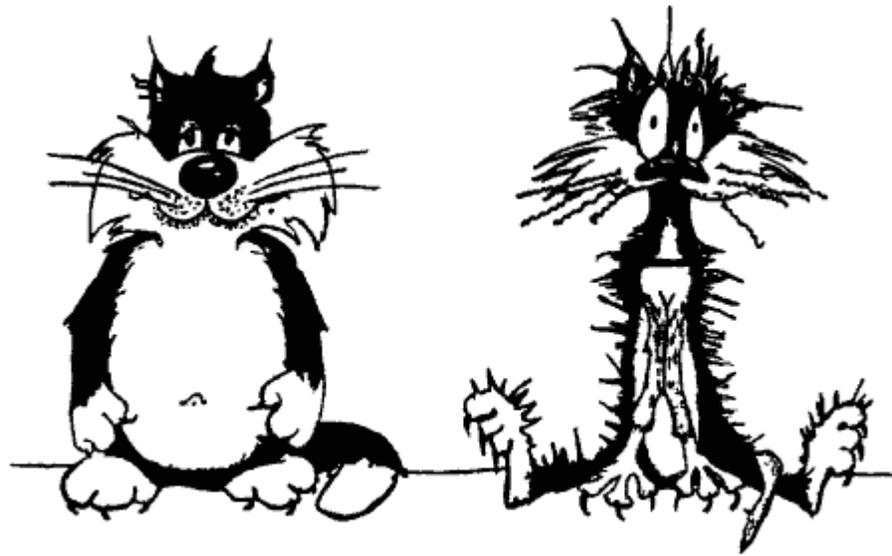
European employers are legally obliged to manage all types of risks to workers' health and safety including risks to workers' mental health.



How can we help you?

Do you understand Mental Health?

Know the Signs?



Before Work

After Work

Steps to recovery.....



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Lets talk about mental health



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A mentally healthy workplace?



Leadership and management

- Leadership and commitment at senior level
- Visible commitment to good management practices
- Good line management practices
- Train managers in all aspects of management
- Training managers in managing mental health
- Train staff in mental health and wellbeing

A mentally healthy workplace?



Culture

- Challenge stigma and negative attitudes
- Mindful Employer – promoting the employment of individuals with mental health difficulties and actively challenging discrimination in the workplace.
- Open and transparent communication (organisationally and individually)

A mentally healthy workplace?



Monitoring

- Analyse sickness absence statistics.
- Carry out staff satisfaction surveys.
- Create strategies and action plans that proactively address problem areas.

A mentally healthy workplace?



Human Resource Policies

- Carers leave
- Flexible working practices
- Dignity at work
- Absence Management
- Health Capability
- Recruitment and Selection
- Mental Health and Wellbeing

A mentally healthy workplace?



Promoting a healthy workplace

Poor mental health is associated with an increased risk of diseases such as cardiovascular disease, cancer and diabetes, while good mental health is a known protective factor. Poor physical health also increases the risk of people developing mental health problems.
(Mental Health Foundation, 2011)

How to manage and support



Do's

- Look for early warning signs
- Make time to listen
- Be open and transparent
- Ensure that there are regular reviews
- Consider reasonable adjustments
- Consider if the individual is on any medication
- Seek advice from Occupational Health or their GP
- Signpost to specialist services

How to manage and support



Do's

- Encourage training and development for the individual
- Coaching
- Team building
- Encourage personal responsibility
- Employee Assistance Programmes e.g. Healthy Return

Managing long term absence



NICE Guidelines on Managing Long Term Sickness Absence (2009)

- Someone who is suitably trained/impartial to undertake initial enquiries, particularly those with musculoskeletal disorders or mental health problems.
- Employers should arrange for a more detailed assessment to be undertaken. Relevant specialist/s should undertake the assessment in conjunction with the employee. The assessment could be coordinated by a suitably trained case worker/s.

Managing long term absence



NICE Guidelines on Managing Long Term Sickness Absence (2009)

- Coordinate/support the delivery of planned health, occupational or rehabilitation interventions or services and return-to-work plan developed
- Ensure employees are consulted and jointly agree all planned health, occupational or rehabilitation interventions or services and the return-to-work plan

How to manage and support



Do's

WRAP (Wellness Recovery Action Plans) Feeling Stressed Keeping Well

Wellness Recovery Action Planning (WRAP) is a 'self-management' tool used in many countries around the world to help individuals take more control over their own wellbeing and recovery. It emphasises that people are the experts in their own experience and is based on the premise that there are no limits to recovery.

How to manage and support



WRAP is underpinned by a number of core principles:

- That recovery is possible ('hope').
- That individuals should take personal responsibility for their own lives and well being ('personal responsibility').
- That it is important to know yourself, to be self aware ('education').
- That it is important to believe in and advocate for oneself ('self advocacy'); and that the support of others is vital ('support').

How to manage and support



Don't

Try to diagnose somebody

Don't ignore the issue

Help and support



www.mindwisenv.org

<http://www.mindfulemployer.net/Feeling%20Stressed%200-%20Keeping%20Well.pdf>

•Telephone
•02890402323

Aware Services



- Mood Matters – Mental Health, stress and depression awareness workshops
- Mental Health First Aid
- Living Life to the Full Life skills programme
- Support Groups
- Health for Happiness Road shows
- Information stands
- Public Talks

•**Helpline 08451 20 29 61**