

A serene landscape with misty mountains and a calm lake reflecting the scene. The mountains are layered, creating a sense of depth and tranquility. The water is still, acting as a perfect mirror for the surrounding environment. The overall color palette is soft and natural, dominated by greens, blues, and greys.

Mental Health in the workplace.

No need to get stressed!

Those statistics (and money).....

Famous stat - 1 in 4 for adults (and 1 in 10 for children)

- Everyone has a mental health, not just those with difficulties!

Suicide:

- Men 75% of cases; biggest cause of death under 45
- Construction - totals more than all accident types together
- Women rate - not going up, but not going down either

NHS support

- Requirement to treat mental health with same priority as physical
- £ often goes to “plug gaps” in physical health/acute care.

Where are you now?

Consider:

- Existing policies
 - HR
 - Health, Safety and Welfare
- Existing support
 - Signposting
 - Occupational Health/Physio
 - Employee Assistance Programs
 - Mental Health First Aiders
- Line managers
 - Training for them to support others
 - THEY need support too!.

Common challenges around stress

Work/life balance

- Does it exist?
- Can you separate?
- Does it matter?

Notification of stress absence

- Doctors note – “Work related stress”
 - How does the Dr know?
 - General Practitioner
 - Not in the workplace

Managing return to work

- Try investigate/interview before they return
 - They may worry about coming back to an issue they left work for
- Involve HR, Occupational Health – line manager where appropriate
 - Record all findings; confidential; seek approval from person absent
- Do you need to change:
 - Hours/shifts/days – “phased return”
 - Job role
 - Job location
 - Equipment, desks/workstations
- Do you need to inform:
 - Colleagues
 - first aiders
 - mental health first aiders
 -with consent!

What next?

- Talk, talk and more talk!
- Consider more information on signposting, such as to charities like Samaritans, Mind and others
- Consider the Time to Change challenge, from Mind/Rethink
- Group meetings – doesn't have to be private info revealed, but talk is good!
- Mental Health First Aiders
- Nutrition, diet, exercise, water