

Mental Health in the Workplace

Owen Lee

C2S HR Focus

May 2021



**Mental Health
Awareness Week**
10-16 May 2021



Mental Health Awareness Week

The impact of mental health

1 in 4 people experience mental health issues each year

The total cost of mental ill health in England is estimated at £105 billion per year

75% of mental illness (excluding dementia) starts before age 18

At any given time, 1 in 6 working-age adults have symptoms associated with mental ill health

Mental ill health is responsible for 72 million working days lost and costs £34.9 billion each year

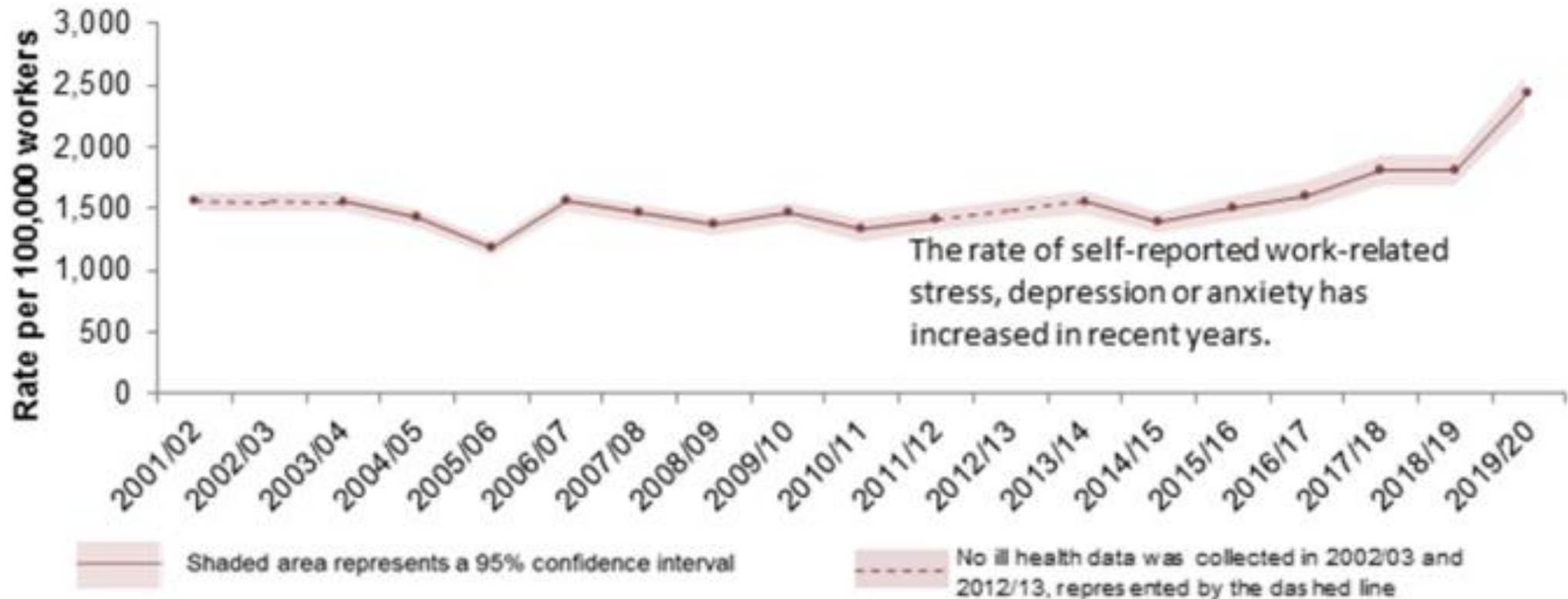
Mental illness is the second-largest source of burden of disease in England

People with a long-term mental health condition lose their jobs every year at around double the rate of those without a mental health condition. This equates to 300,000 people

Mental Health First Aid (MHFA) England, Oct 20

The impact of mental health

Work-related Stress, depression or anxiety per 100,000 workers: new and long-standing

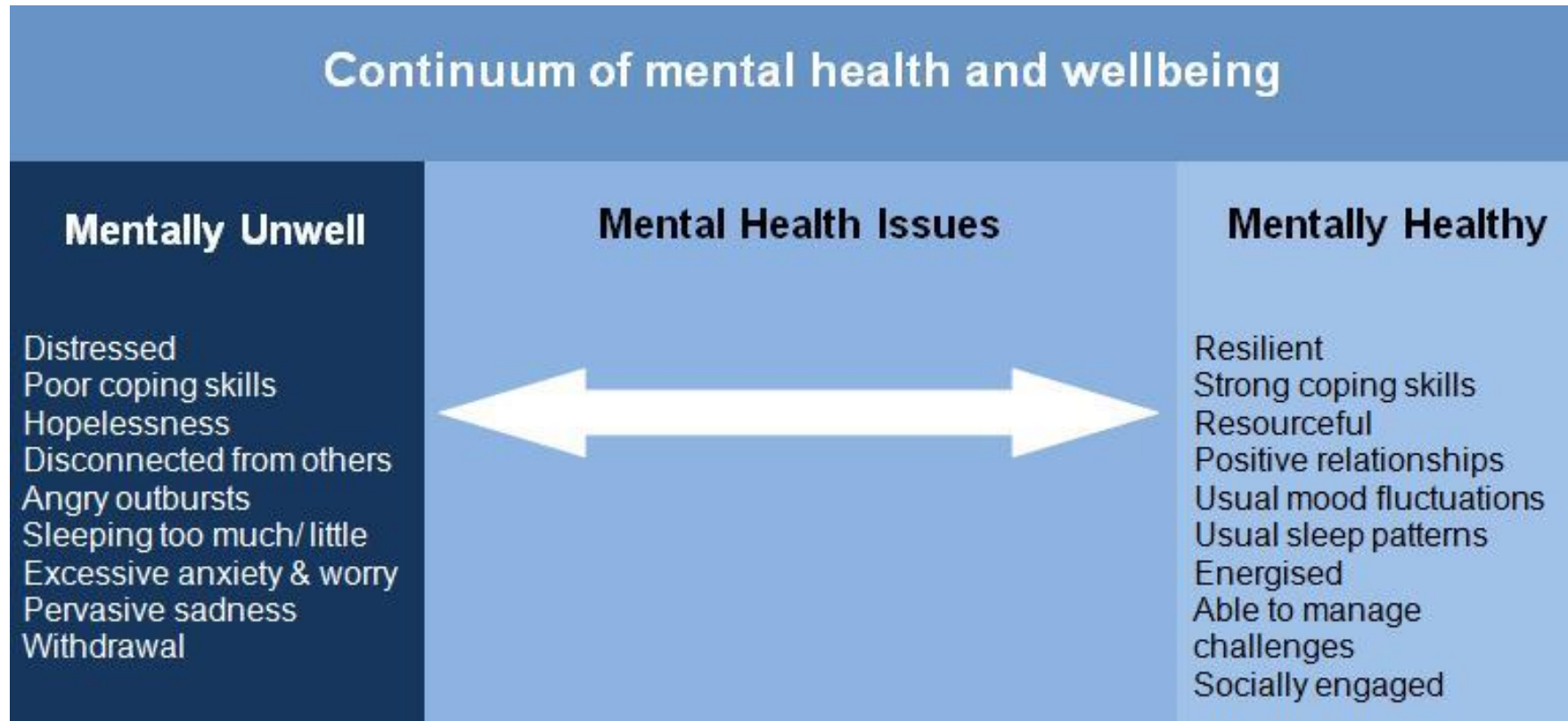


Source: LFS annual estimate, from 2001/02 to 2019/20

Mentally Well

v

Mentally unwell



Managing Mental Health- Mentally Healthy

When Managing Mentally Healthy Employees its About Prevention and Protection:

- Leadership Behaviours at Work
- Employee Conflict and Issues- Deal Promptly
- Build Resilience in the Workforce
- Career Development
- Communicate with Employees



Managing Mental Health- Managing Absence

When an Employee is Absent who is Mentally Unwell its
About Interaction and Action

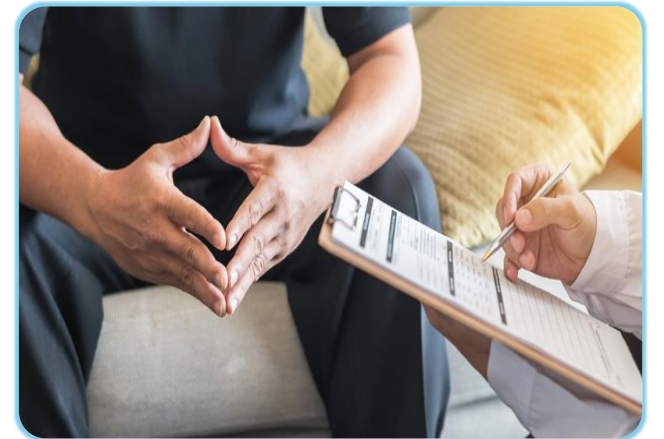
- Consistent and Effective Absence Management Practices to include a long term sick procedure
- Keep in Touch – agree how to keep in touch
- Seek Professional Advice - OHA
- Return to Works and Wellness Action Plan Tools
- Reasonable Adjustments or Alternatives
- Capability



Managing Mental Health- Mentally Unwell

When Managing Mentally Unwell Employees who are and in Work its About Intervention:

- Reflection/review
- Read the Signs and Act Immediately
- One to One Conversations- Open, Supportive and Regular
- Develop Wellness Action Plans with the Employee- Know the Triggers
- Managing Workloads and Setting Realistic Targets
- Supporting Other Team Members
- Utilise Professional Support- Occupational Health, GP's
- Remember professional boundaries and look after self too
- Manage Poor Performance and Mental Health



The Role of the Mental Health First Aider

A mental health first aider's role in the workplace is to act as a **first** point of contact for people with **mental health** issues, providing support and guidance to their colleagues. *SAMS*



Key Responsibilities of a Mental Health First Aider

- To be the main point of contact for anyone in the organisation who may be suffering from a mental health condition, stress or struggling to cope.
- Identify early signs that someone may be suffering from poor mental health
- Be able to start a supportive conversation.
- Listen non judgementally
- Signpost the individual to professional Support
- Promote and support an organisation's wellbeing policy – help to reduce the stigma attached to poor mental health

HR Champions – MHFA Course

- 2 day level 3 Award in ‘Supervising First Aid for Mental Health’
- Awarding Body is NUCO
- Delivered On line
- Interactive session with focus on
 - identifying the different Mental Health conditions
 - starting a confidential supportive conversation
 - Reducing stigma around mental health in the workplace

Next Courses

- June 1st and 2nd (limited places available)
- July 14th and 15th
- September 1st and 2nd

Usual cost is £300 plus per delegate

Breakfast Club Offer 20% discount - £240 plus VAT register before 1st June 2021

In house courses offered please contact Julie@hrchampions.co.uk



THANK YOU

ppbackgrounds.net