

19 May 2023 – Mental Health Week

Mental health  
in the  
workplace -  
your questions  
answered


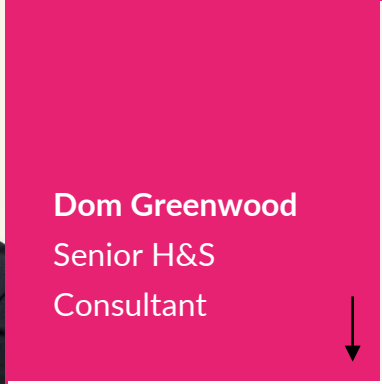


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# Introductions



## Meet the Presenters and Technical Support

	 <p><b>Dom Greenwood</b> Senior H&amp;S Consultant</p>	
<p><b>Victoria Templeton</b> HR Knowledge Manager</p>		<p><b>Rebecca Johnson</b> Marketing Manager</p>

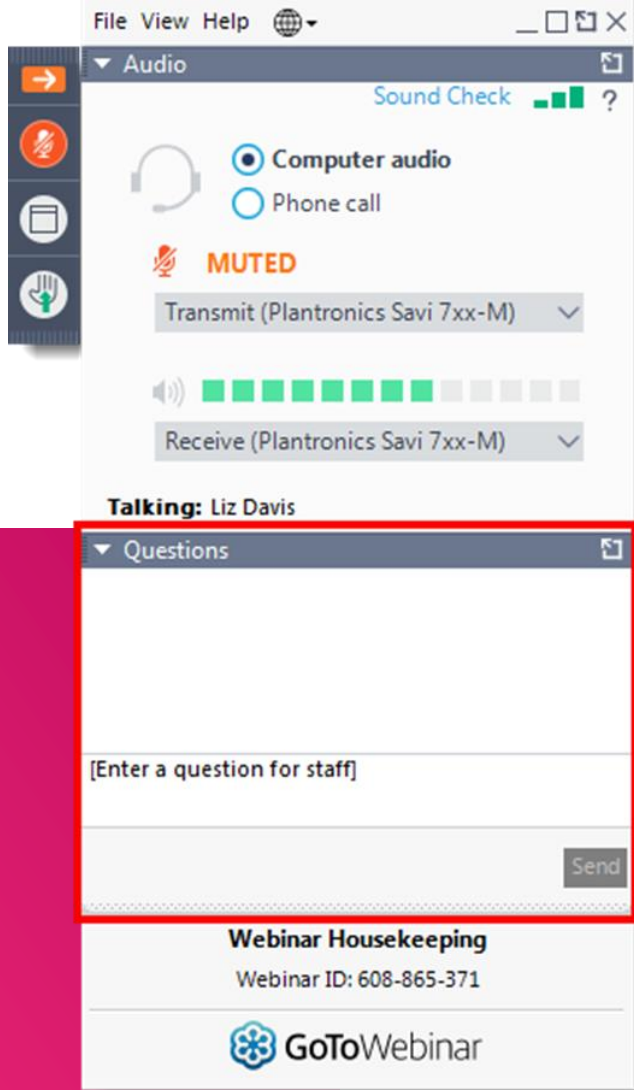




# How to ask questions

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# GoTo Webinar Housekeeping

## Time for Questions

### Your Participation

Please continue to submit your text questions and comments using the Questions panel





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# Trigger warning

We shall be discussing topics and answering your questions relating to mental illness. It is our intention to help raise awareness of this important subject but recognise that our discussions may be a trigger for some. We shall be signposting where you can get support at the end of our webinar.



# Help and Support

- The Samaritans **116 123**
- NHS urgent mental health helpline in England **[www.nhs.uk/nhs-services/mental-health-services](http://www.nhs.uk/nhs-services/mental-health-services)**
- Anxiety UK **03444 775 774**
- Shout Crisis Text Line **85258**



# Agenda

- Introduction to mental ill health
- Case studies
- Your Q&A





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# Mental Health

**ONS (Sept-Oct 2022)**

Reported difficulties in paying their energy bills experienced moderate to severe depressive symptoms

24%

85%

**SME Survey 2022/23:**

Mental health is the biggest health and safety challenge for 2023

17m

**HSE 2022:**

Work related working days lost, (in millions) because of stress, depression and anxiety

Sickness

Men  
40-49

**Mental Health:**  
Highest suicide rates in UK

65%

**HSE 2022:**

Work related ill health cases due to stress, depression & anxiety

25%

**MIND:** Will experience a mental health problem in England each year

# Supporting mental ill health

The  
management  
of mental ill  
health in the  
workplace?



# The management of mental ill health in the workplace?

Supporting  
mental ill  
health

Duty of care  
in the  
contract of  
employment

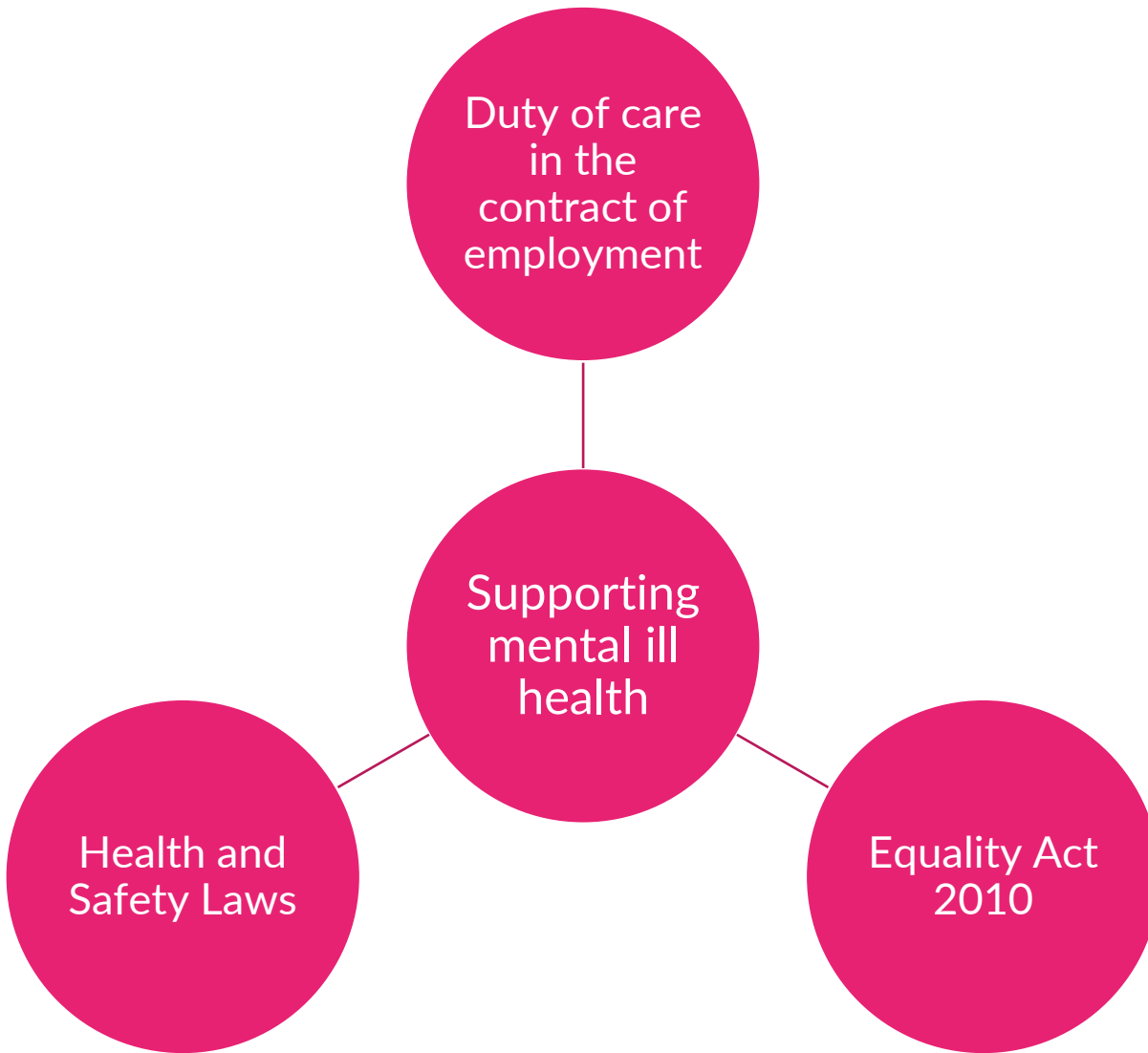
# The management of mental ill health in the workplace?

Duty of care  
in the  
contract of  
employment

Supporting  
mental ill  
health

Equality Act  
2010

# The management of mental ill health in the workplace?



# The management of mental ill health in the workplace?



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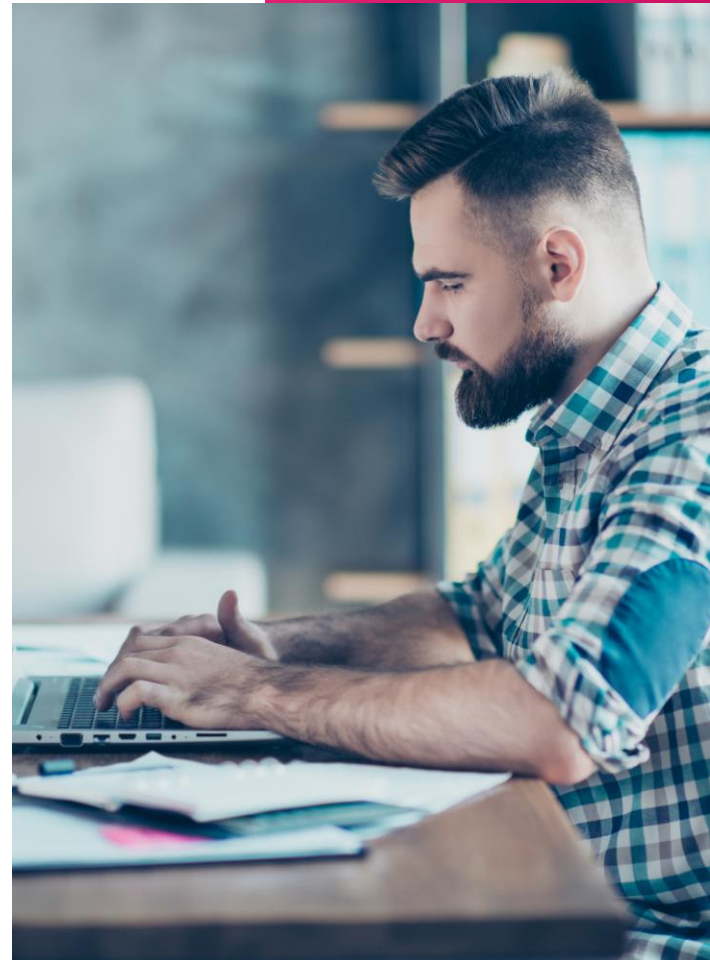






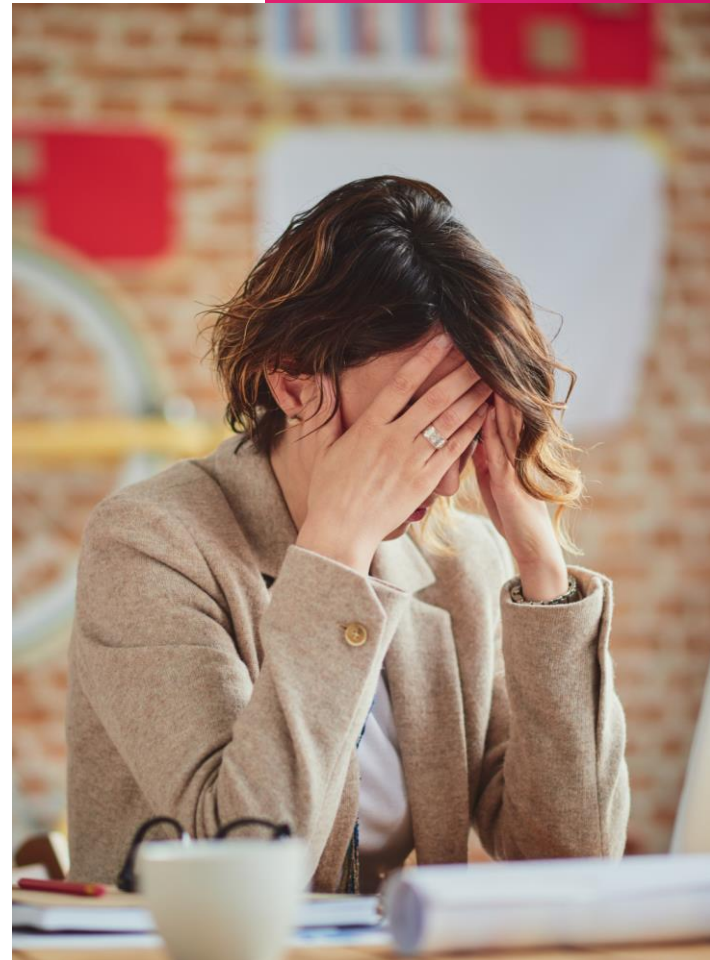
# Case study 1

- A member of your team has personal issues outside of work.
- He is struggling at work
- You see a drop in his performance with errors being made that is unusual
- You've seen a change in his behaviour – quiet, isolating himself, irritable
- His work relationships are being impacted.



# Case study

- Employee on long term sickness due to depression and anxiety, citing work related reasons as the cause
- Maintaining contact is challenging as their Fit Notes aren't sent in timely and doesn't respond to our calls.







# Q

We are struggling to source an Occupational Health provider that focuses on prevenative and proactive support. This is an obstacle on our wellbeing strategy.

Q

How can HR be an effective responder of mental health issues?

Q

How do you do a return to work risk assessment when many of the questions relate to physical circumstances?

Q

Many people do not share their mental health because of the stigma attached to it and afraid of being judged. How can we overcome this?



Q

How do you support someone who doesn't recognise that they aren't coping?

# Q

## How...

...far can we go in our conversations with a colleague when talking about their mental health?

...can we support employees and at what point do we need to suggest outside help?

# Q

## How can we support colleagues who...

- Are bereaved
- Require support during pregnancy/maternity/paternity
- Are struggling mentally during the peri menopause
- Have received a diagnosis of ADHD

Q

How do you support someone with mental health issues who work from home, it is really difficult to keep an eye on them

# Q

## How...

...do you manage someone in a role where pressure/high workload comes in peaks and troughs, and their mental health absences occur during the peaks

...do you support someone who is suffering with burnout and what can we do to prevent future burnout?

# Mental Health Week....

## Your SME Toolkit



Mental Health Policy



10 things to do if an employee is struggling



Mental Health First Aid Training



Mental Health Ambassador Training



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# Training Courses Management

- Effective Communication Skills
- Leading the Team
- Managing Conflict at Work
- Effective Appraisal Skills
- Managing Performance
- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



More dates are being scheduled

Scan to find out more



# Training Courses Health & Safety

Dates currently being scheduled:

- Level 2 Fire Safety
- Level 2 Food Safety
- Level 2 Mental Health First Aid
- Level 3 Safeguarding
- Level 2 Emergency First Aid
- Mental Health Ambassador
- Safeguarding Ambassador



More dates are being scheduled

Scan to find out more



# Free Webinars

- The pros and cons of adopting a 4 day work week  
15 June @10am
- Why businesses need a different approach to recruitment  
13 July @ 10am
- Building skills and capabilities of your workforce  
10 August @ 10am
- How to become an age friendly employer  
14 September @ 10am
- Immigration developments and how they impact employment  
12 October @ 10am



Scan to register today



# Thank you

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