



MENTAL HEALTH
IN BUSINESS

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Director and co-founder
Mental Health in Business





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Who Are We?

- Founded in September 2018
- Mission to empower businesses to create mentally healthy workplaces
- We work with businesses of all sizes
- We offer education, training and support services including accredited Mental Health First Aid (MHFA England) Training, Mental Health awareness workshops, 1-1 coaching, HR team training and more...





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About Me

- My why!
- I was born into Mental Health problems
- A parent diagnosed with a serious Mental Health condition
- I experienced Mental Health problems of my own later in life
- Co-founded MHIB in 2018

“1 in 6 workers will experience depression, anxiety or problems relating to stress at any one time”

Mental Health and Wellbeing in England: Adult Psychiatric Morbidity Survey
(2014)





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Aims

By the end of the talk you will have gained a better understanding of:

- Where we are now in terms of Mental Health in the Workplace
- What we mean by Mental Health
- How to begin tackling Mental Health at work
- The CORE Government standards businesses should be working to
- MHFA (Mental Health First Aid)- what it is, and how it can help your business





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Mental Health in the Workplace (where are we now?)

- Mental Ill Health is the leading cause of sickness absence in the UK
- Estimated to cost UK employers is £33bn - £42bn each year
- In October 2017 an independent review of mental health and employers by Lord Dennis Stevenson and Paul Farmer was published - **The Thriving at Work Report**
- The problem of mental health was found to be larger than at first thought
- In 2018 The 'Where's Your Head At?' campaign delivered 200,000 signatures to 10 Downing Street to make Mental Health First Aid a legal requirement in the workplace





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Continued...

- In Nov 2018 businesses and organizations across the UK were lobbied and asked to sign an open letter to the Prime Minister. This triggered a direct response from the HSE, who amended their mental health first aid guidance
- In Jan 2019 there was a parliamentary debate with overwhelming support for legislative change.

“The average cost per employee in the finance, insurance and real-estate sector is £2017 - £2564 per year. This cost is for ALL employees, not just those who are ill”

Deloitte Mental Health Review





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What Do we Mean by Mental Health?

- The Mental Health continuum
- Parity between physical health and Mental Health

Mental Health is defined by the WHO (World Health Organisation) as;

“A state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community”.





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How do we begin to tackle mental health in the workplace?

- Opening up the conversation
- Breaking down taboo's
- Change the language we are using
- Deal with misunderstanding





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What Standards should Businesses be Working to?

The 'Thriving at Work' Core Standards (ALL employers should)

- Produce, implement and communicate a mental health at work plan
- Develop mental health awareness among employees
- Encourage open conversations about mental health and the support available when employees are struggling
- Provide employees with fulfilling work, over which they have control and purpose
- Promote effective people management
- Routinely monitor employee mental health and wellbeing





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What Standards should Businesses be Working to?

The 'Thriving at Work' Enhanced Standards (ALL public sector employers along with private sector companies with more than 500 employees)

- Increase transparency and accountability through internal and external reporting
- Demonstrate accountability
- Improve the disclosure process
- Ensure provision of tailored in-house mental health support and signposting to clinical help





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What is MHFA (Mental health First Aid)?

- Founded in 2000 the Mental Health First Aid programme was created in Australia by Betty Kitchener and Professor Tony Jorm with the aim to;

“Extend the concept of first aid training to include mental health issues so that community members were empowered to provide better initial support to people developing mental health issues or in a mental health crisis.”

- Since its creation, Mental Health First Aid (MHFA) has become a **Global Movement**, spreading to many other countries including Bermuda, Canada, China, Denmark, Finland, Hong Kong, Ireland and the list goes on...





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What is MHFA? continued...

- MHFA England is the only provider of licensed Mental Health First Aid Instructor Training in England
- The MHFA Instructor Training Programme is accredited by the Royal Society for Public Health
- Grounded in research and rigorously tested, MHFA courses are developed by experts with input from people with lived experiences of mental health issues





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Once MHFA training is completed participants are able to...

- Spot the early signs of a mental health issue
- Feel confident in how to offer and provide initial help to a person experiencing a mental health issue
- Preserve Life where a person may be at risk of harm to themselves or others
- Help to stop mental ill health from getting worse
- Promote recovery of good mental health
- Guide someone towards appropriate treatment and other sources of help
- Understand the stigma that exists around mental health

(Sourced from the Adult MHFA Two Day Manual – MHFA England, 2017)





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The ALGEE Action Plan

Approach, assess for crisis and assist with crisis

Listen and communicate non-judgementally

Give support and information

Encourage appropriate professional help

Encourage other supports





Recent Case Study

- After completing one of our MHFA trainings a HR professional said she would deal with people presenting with a Mental Health problem at work differently!
- Before she would tell the person to go home and take a few days off...
- After completing the 2-day Adult MHFA course she would now;
 - Stay with them and assess the situation
 - Open up the conversation
 - Encourage professional help





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Outcomes

By the end of the talk you will have gained a better understanding of:

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- MHFA (Mental Health First Aid)- what it is, and how it can help your business





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Resources

- [MHIB Website](#)
- [Mental Health and Wellbeing in England: Adult Psychiatric Morbidity Survey](#)
- [Where's Your Head At? Campaign](#)
- [The Thriving at Work Report, 2017](#)
- [The Deloitte Mental Health Review, 2017](#)
- [Connect with me on LinkedIn](#)





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