

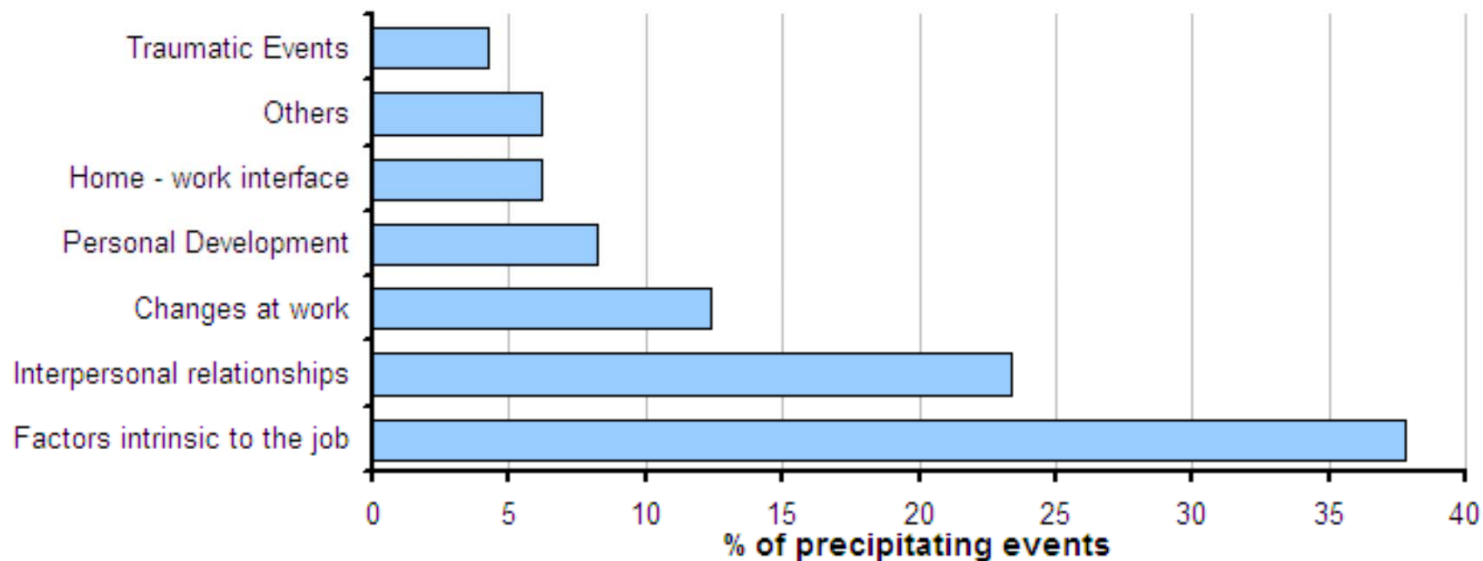
Tackling Anxiety and Stress in the Workplace to improve Job Placements



True/False

- * The total number of cases of work-related stress, depression or anxiety in 2013/14 in the UK was 310250 (25%) out of a total of 1 241 000 cases for all work-related illnesses.
- * *487 000 (39%) out of a total of 1 241 000*
- * The total number of working days lost due to stress, depression or anxiety in the UK was 5.3 million in 2013/14
- * *11.3 million in 2013/14, an average of 23 days per case of stress, depression or anxiety*

Breakdown of mental ill health cases by precipitating event 2011-2013



Jersey Statistics

2013 STIA Reason for Claim	% of all 2013 Claims Paid	No. Of Claims Paid	No. Of Days Paid	Average Claim Length (Days)
Infections	27%	6,952	53,083	7.6
Hospital treatment	15%	3,809	96,251	25.3
Back/neck pain/injury	10%	2,545	50,464	19.8
Depression, stress and anxiety	9%	2,337	102,330	43.8

Table 12: Most common reasons for claiming STIA in 2013

LTIA Condition	No. of claims	% of all claims	Average % Degree of Incapacity
Depression	605	17%	39%
Pain - Back	314	9%	30%
Accident/Injury (Other)	151	4%	36%
Injury - Back	133	4%	34%
Anxiety	122	3%	38%
Stress	108	3%	37%
Carcinoma	95	3%	55%

Table 13: Most common LTIA conditions at 31 December 2013



Wellbeing Service

- * **Lee Bennett**- Senior Wellbeing Practitioner
 - * 10 years experience of working in Primary Care and the voluntary sector with individuals experiencing common mental health problems
 - * Trained in CBT, DBT skills and Mindfulness based interventions.
- * **Jane Holmshaw** - Wellbeing Practitioner
 - * Head Occupational Therapist with 15 years experience of working in Secondary Care with individuals with a long Term Mental Illness

Jersey Employment Trust

- * A charitable organisation
- * Established in 2000
- * Historically a pan disability service(Including mental health), however the majority of clients were of a learning disability

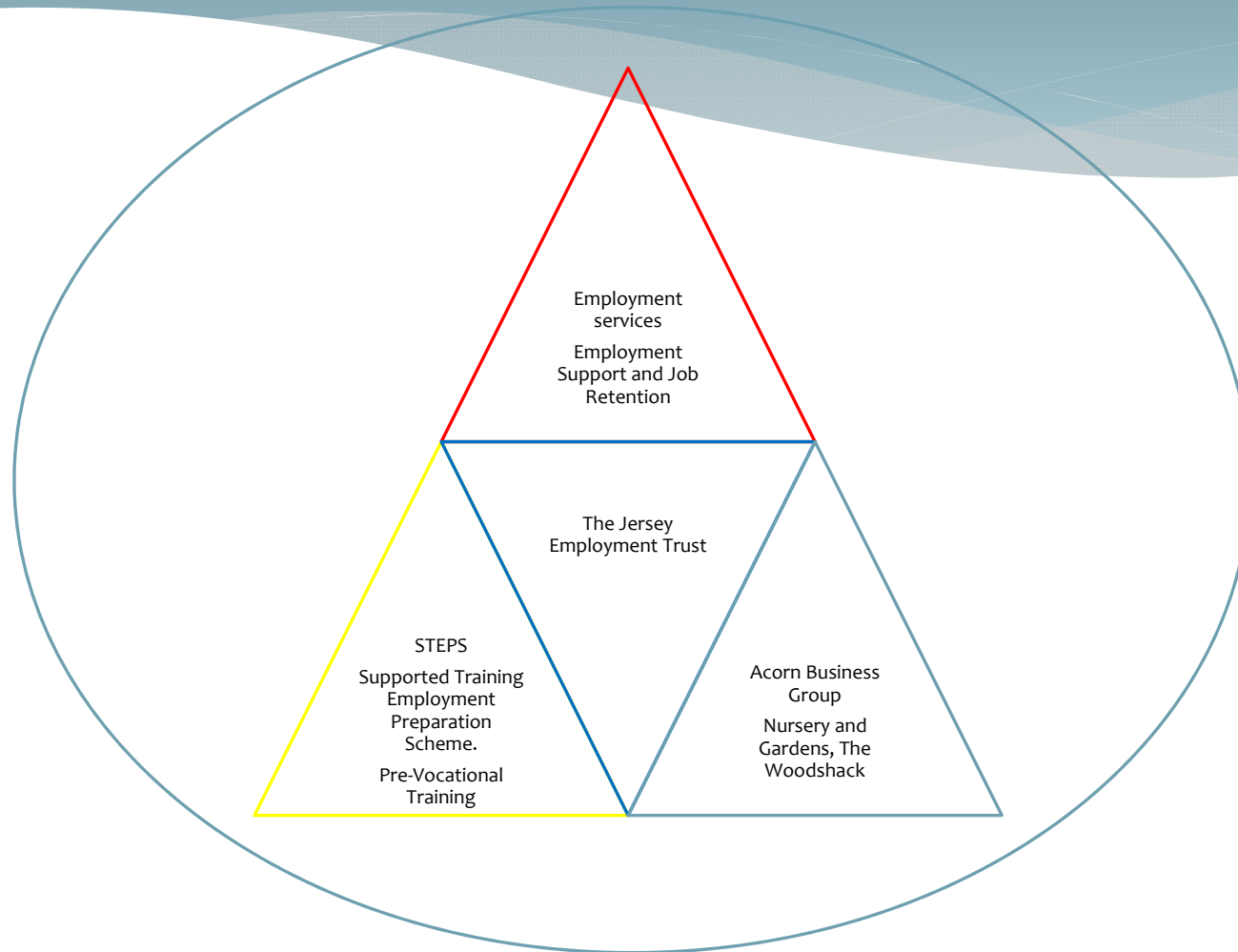


Mission Statement

- * "To empower & facilitate people with a disability in Jersey. To maximise their potential to gain and maintain open employment through individual training, education and support"



Wellbeing Support

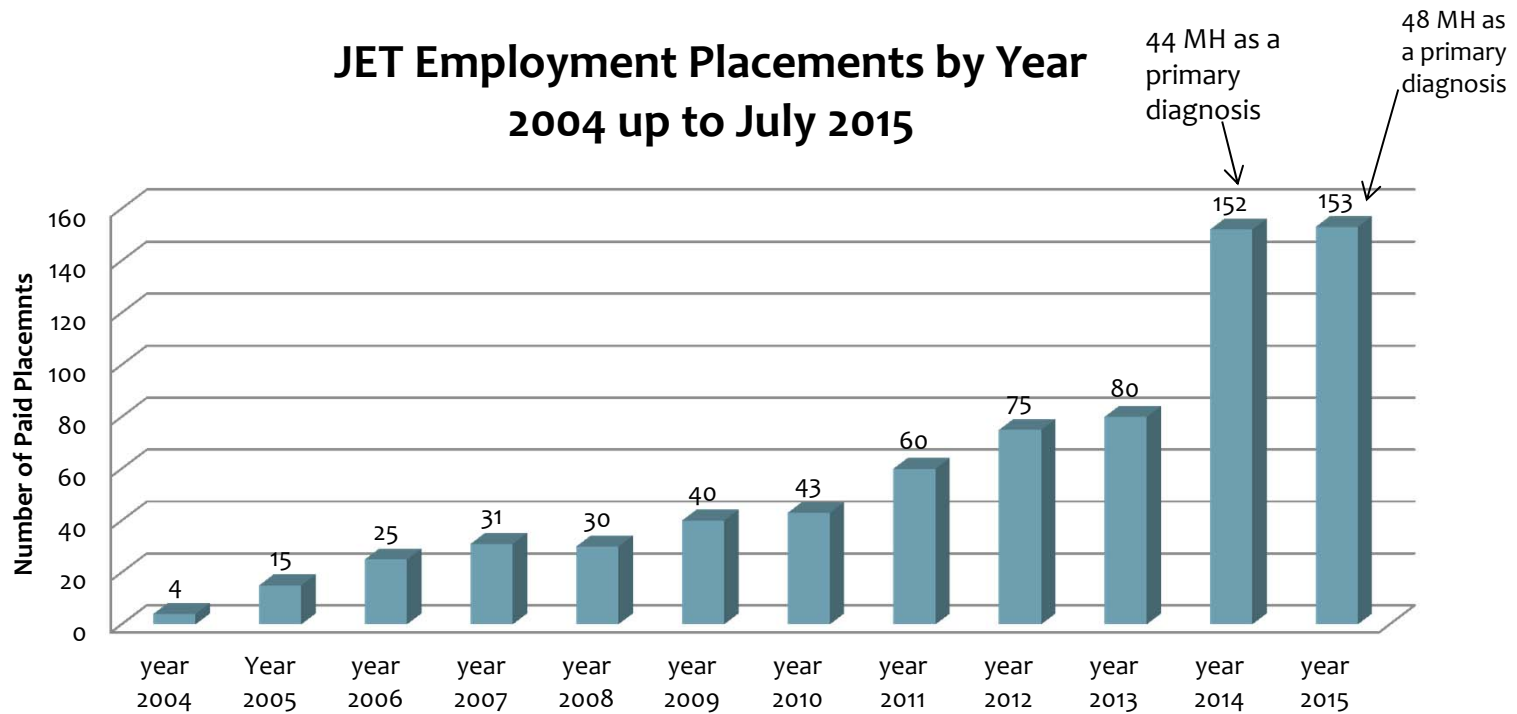


Tackling Anxiety and Stress in the Workplace to improve Job Placements



JET Employment Placements

**JET Employment Placements by Year
2004 up to July 2015**



Placement Numbers

2014 Placement numbers

- * 152 placements
- * 44 with a mental health condition as a primary diagnosis
- * 29% of total placements
- * 71% Other with co-occurring symptoms??

2015 Placement Numbers

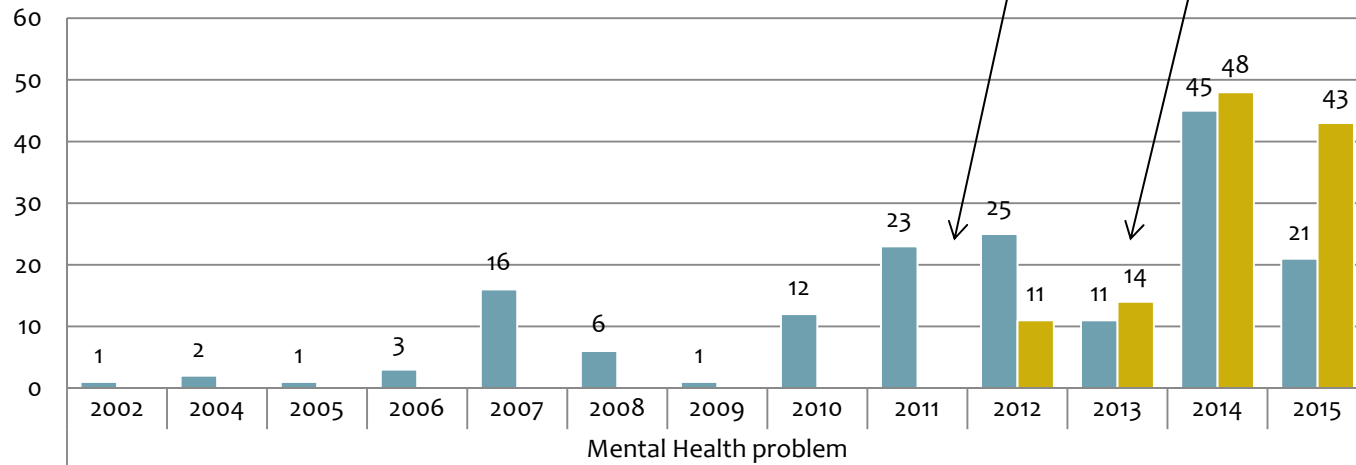
- * 153 placements
- * 48 with a mental health condition as a primary diagnosis
- * 31% of total referrals
- * 69% Other with co-occurring symptoms???

Referrals

Lee Bennett

Jane Holmshaw

JET Mental Health Referrals by Primary Disability



	2002	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
■ Employment	1	2	1	3	16	6	1	12	23	25	11	45	21
■ STEPS										11	14	48	43

■ Employment ■ STEPS

Referral Numbers

2014 Referral numbers

- * 158 referrals
- * 93 with a mental health condition as a primary diagnosis
- * 58% of total referrals
- * 42% Other with co-occurring symptoms??

2015 Referral Numbers

- * 150 referrals
- * 65 with a mental health condition as a primary diagnosis
- * 43% of total referrals
- * 52% Other with co-occurring symptoms???



We know why?

But how?



Wellbeing Service

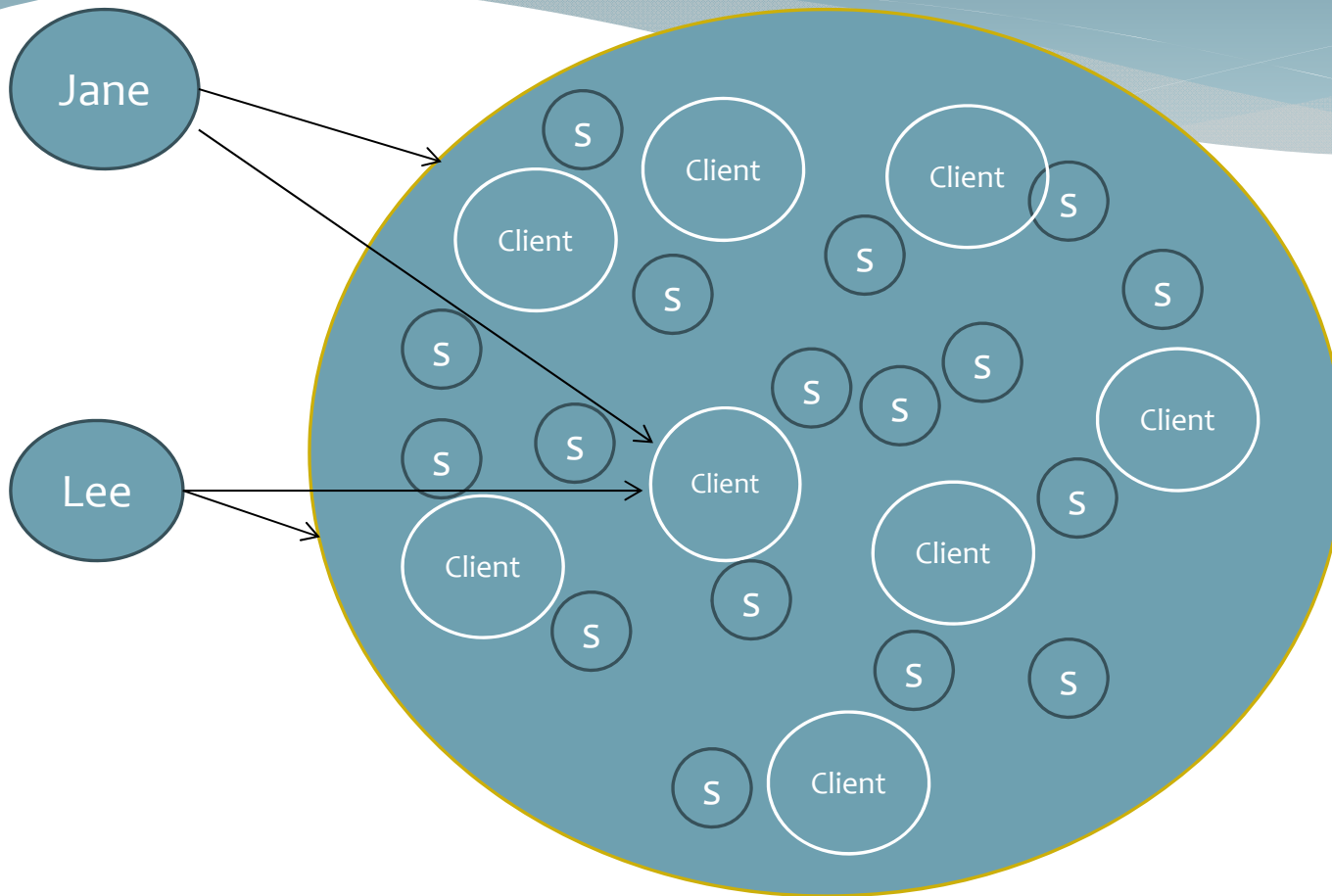


Employment and STEPS staff

- * Made up approximately 40 staff 95% non-health professionals
- * Identifying employment and training needs.
- * CV preparation and Interview skills
- * Work experience opportunities
- * Recruitment and Job matching
- * On the job support



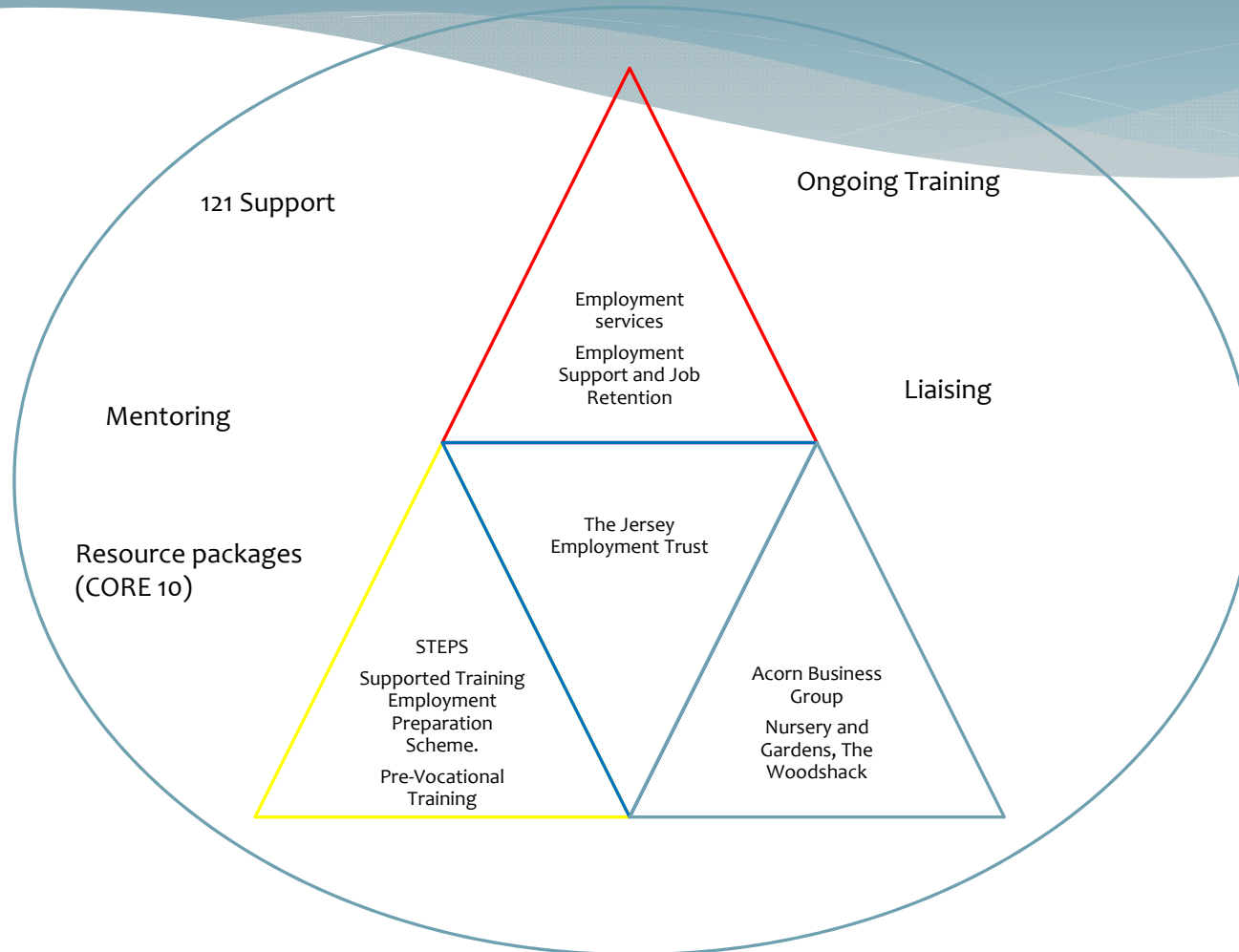
Process of support



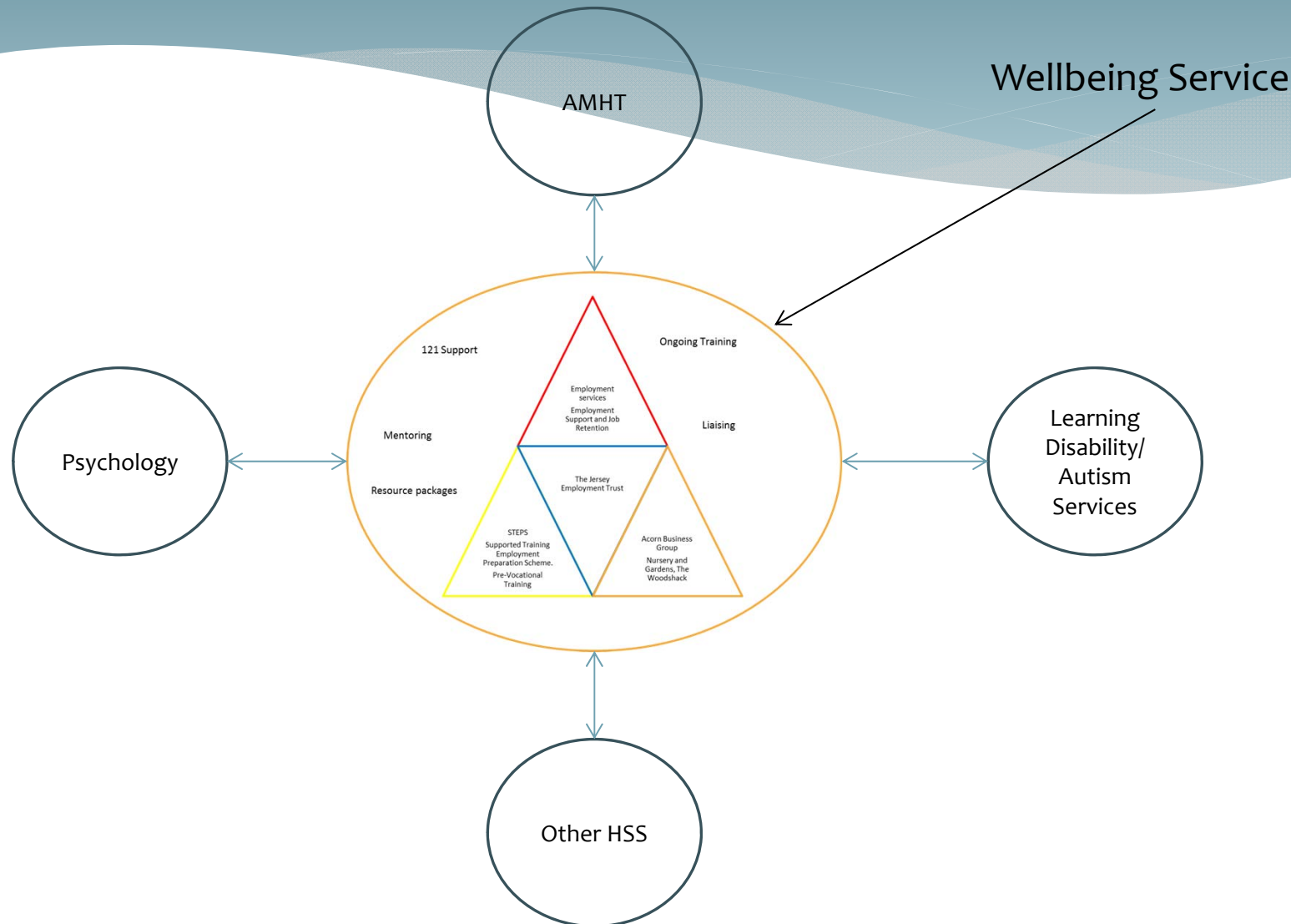
How have we done this?

- * Person Centred approach, not disorder driven
- * Person Centred language, not disorder defined
- * *“If thought corrupts language, language can also corrupt thought.”*
— George Orwell

Wellbeing Support



Liaising



Staff resources/wellbeing process

- * Generated a resource package for staff to enable a more 'streamlined' approach to clients presenting with mental health issues.
- * Generate a solution focussed and person centred style of learning whereby the client 'intrinsically' learns self regulatory skills.



CORE 10

**CLINICAL
OUTCOMES in
ROUTINE
EVALUATION**

**CORE-10
Screening
Measure**

Site ID	<input type="text"/>	Stage Completed
Client ID	<input type="text"/>	S Screening
<small>letters only</small>	<small>numbers only</small>	R Referral
Sub codes	<input type="text"/>	A Assessment
<small>Therapist ID</small>	<small>numbers only (1)</small>	F First Therapy Session
	<small>numbers only (2)</small>	P Pre-therapy (unspecified)
Date form given	<input type="text"/>	D During Therapy
<small>D D M M Y Y Y Y</small>		L Last therapy session
		X Follow up 1
		Y Follow up 2
		Episode <input type="text"/>
		Stage <input type="text"/>
		Gender
		<input type="checkbox"/> Male
		<input type="checkbox"/> Female
		Age <input type="text"/>

IMPORTANT - PLEASE READ THIS FIRST

This form has 10 statements about how you have been OVER THE LAST WEEK.
Please read each statement and think how often you felt that way last week.
Then tick the box which is closest to this.
Please use a dark pen (not pencil) and tick clearly within the boxes.

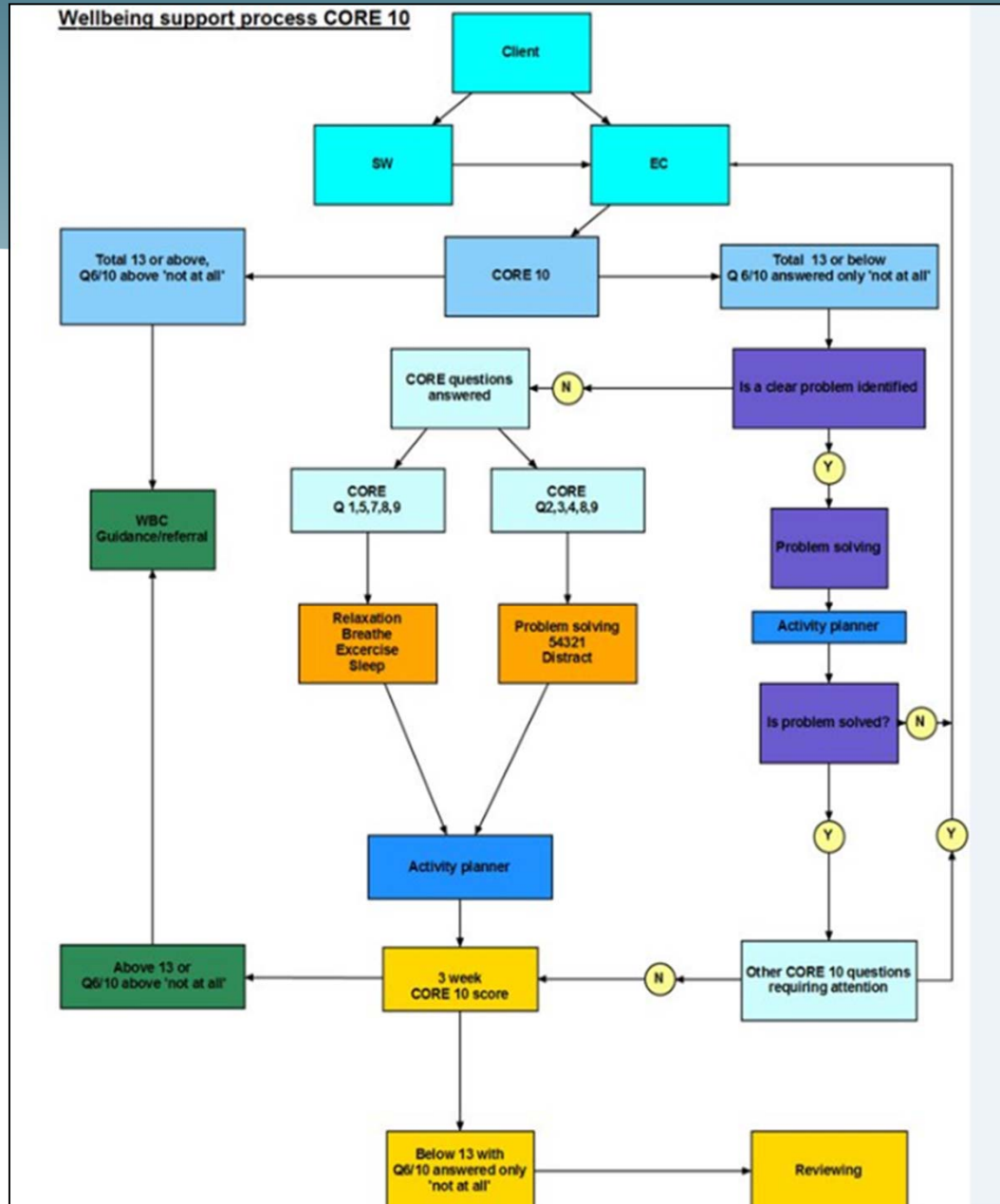
Over the last week...

	Not at all	Only occasionally	Sometimes	Often	Most or all of the time
1 I have felt tense, anxious or nervous	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2 I have felt I have someone to turn to for support when needed	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
3 I have felt able to cope when things go wrong	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
4 Talking to people has felt too much for me	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5 I have felt panic or terror	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6 I have made plans to end my life	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7 I have had difficulty getting to sleep or staying asleep	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8 I have felt despairing or hopeless	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9 I have felt unhappy	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10 Unwanted images or memories have been distressing me	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Total (Clinical Score*)



Wellbeing support process CORE 10



Pre- Placement action plan

- * Preparing staff and clients for possible stressful situations
- * Separate from Risk assessment and language associated





Pre – placement Action Plan

Client name:	Staff name:	Date:
Do you foresee any personal challenges for or within this placement?		
Do you have any coping strategies, skills or experiences that you feel could assist you with this specific placement?		

Action Plan		
Location:		
Date:		
Task	Problem identified	Control measures
Review		
Are the control measures effective, what's gone well and what's not gone well		
Review date:		



Wellbeing Support

121 Support

CBT brief/ medium term intervention (Nice Guidelines)
Counselling
OT input (environmental, processing assessments)
Behavioural support

Courses For Clients

Wellbeing for work
Managing interview anxieties
Other bespoke training, specific for needs

Staff Training

Education on mental health disorders
Motivational interviewing
Risk assessment
Basic communication skills(questioning)
Basic CBT
Ongoing peer support (groups)

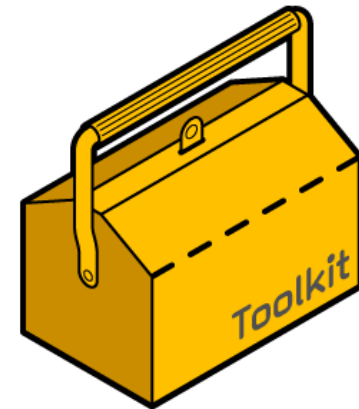
Staff Resources

Guidance/ Mentoring



Staff (Client)Toolkit

- * Informed language/ communication skills
- * Reduced Stigma
- * Confidence
- * Clarity of support
- * Clear support processes
- * Practical skills (CORE 10 and pre placement)
- * Understanding risk



Guidance/ mentor Staff

Specialist services

One to one Wellbeing practitioner

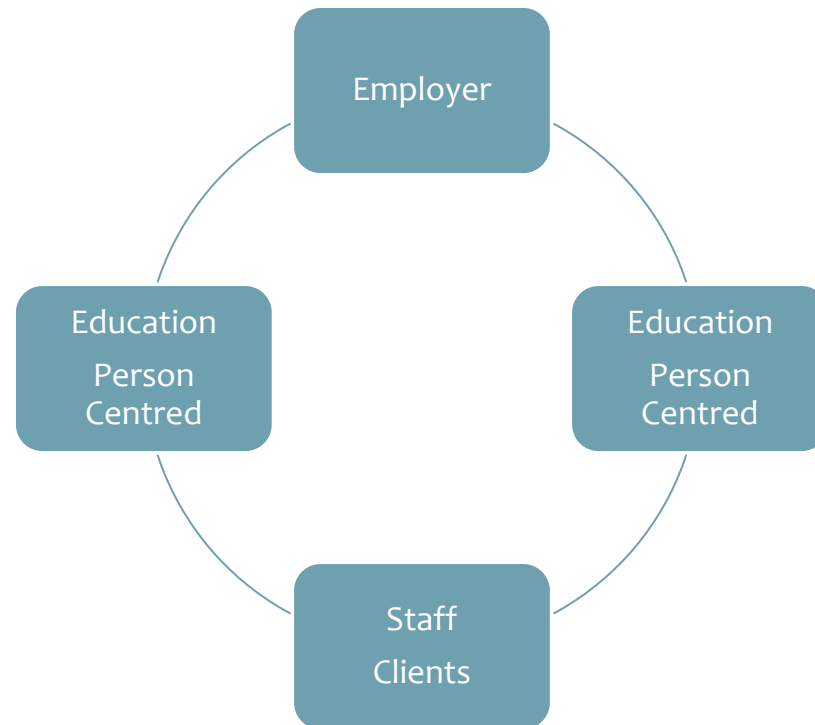
Advice/ support with Wellbeing Practitioner

Client using resources with support

Client using material/ resources self

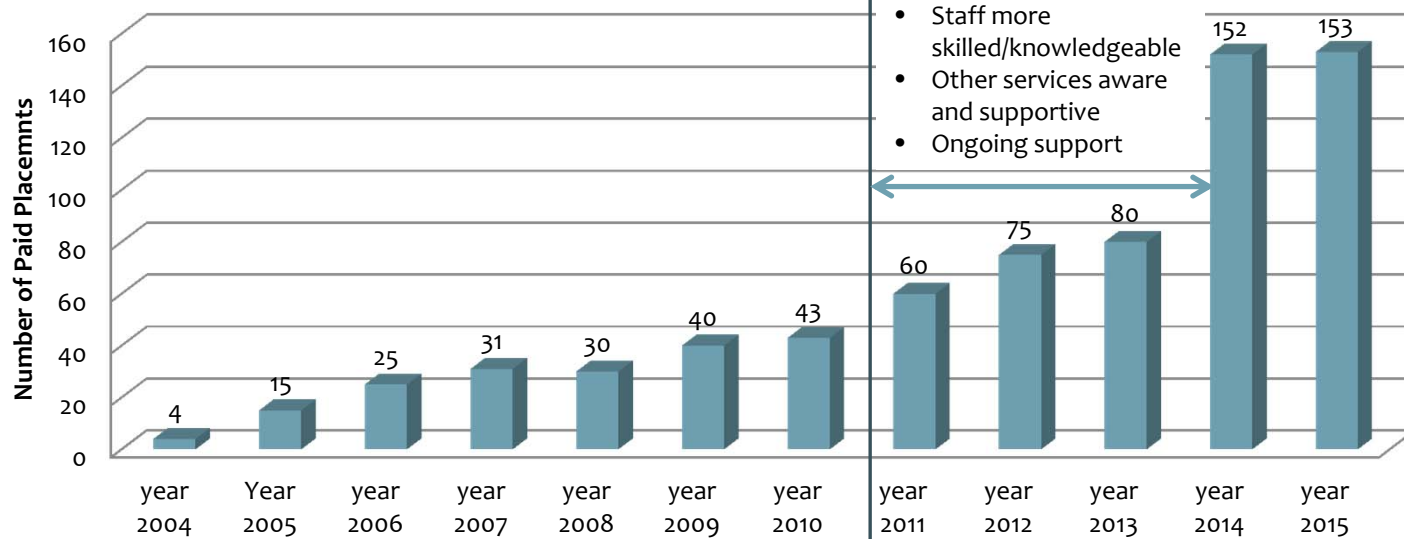


Tackling Anxiety and Stress?



JET Employment Placements

**JET Employment Placements by Year
2004 up to July 2015**



Summary

- * Moving onto next phase of support/Intervention
- * Stepped care model effective
- * Empowering the many rather than the few
- * Evidence based practice (evidence for liaising and for staff/client uptake)
- * Problem solving nature of support
- * Person centered language
- * Wellbeing 'buffer' for mental health conditions/ to then relay info support to staff

Media

- * Local business magazine

<http://epublishbyus.com/ebook/ebook?id=10041597#/22>

- * Local Media

BBC radio

- * JET conference is on MH and wellbeing in the workplace
- * Wellbeing World magazine



In partnership with



Jersey Employment Trust
Able to Work Conference 2015

"Managing Wellbeing and Mental Health in the Workplace"

Date:
8 October 2015

Start Time:
09:00 hours

Finish Time:
13:00 hours
followed by a
complimentary lunch

Location:
Hotel de France



Who is it for?
Employers, HR
professionals,
employees with a
disability, politicians,
practitioners and
agencies.

- | | |
|---------------|--|
| 08.30 - 09:00 | Registration and coffee |
| 09:00 - 09:10 | Introduction by Stephen Platt, Chair of JET Board of Trustees |
| 09:10 - 09:30 | A States of Jersey perspective - Ian Gorst, Chief Minister, States of Jersey |
| 09:30 - 09:50 | Emma Mamo, National MIND - Global Perspective. Good practice in promoting a positive approach to Mental Health in the workplace |
| 09:50 - 10:00 | Beth Moore - Beth's own personal experience of living with a mental health condition |
| 10:00 - 10:20 | Royal Bank of Canada—Creating a workplace that supports Wellbeing |
| 10:20 - 11:20 | Workshop - Jersey's 10 top tips for promoting a healthy workplace |
| 11:20 - 11:40 | Coffee break |
| 11:40 - 11:55 | The JET Able to Work Employer Awards 2015 |
| 11:55 - 12:55 | Key note speaker Clarke Carlisle (Ex - Chairman of the Professional Footballers' Association)—Insight into his own experience of mental health in life and within champion football league |
| 12:55 - 13:00 | Plenary and closing statement by Stephen Platt |
| 13:00 - 14:00 | Complimentary lunch served in the Orangery |

Sponsored by:  RBC Wealth Management



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