



Mental Health Awareness in the Work Place

Southdown



Trainers

- **Saxon Chadwick** – Contract Manager
Employment Services
- **Tim Castle** – Team Manager Brighton &
Hove



Our vision

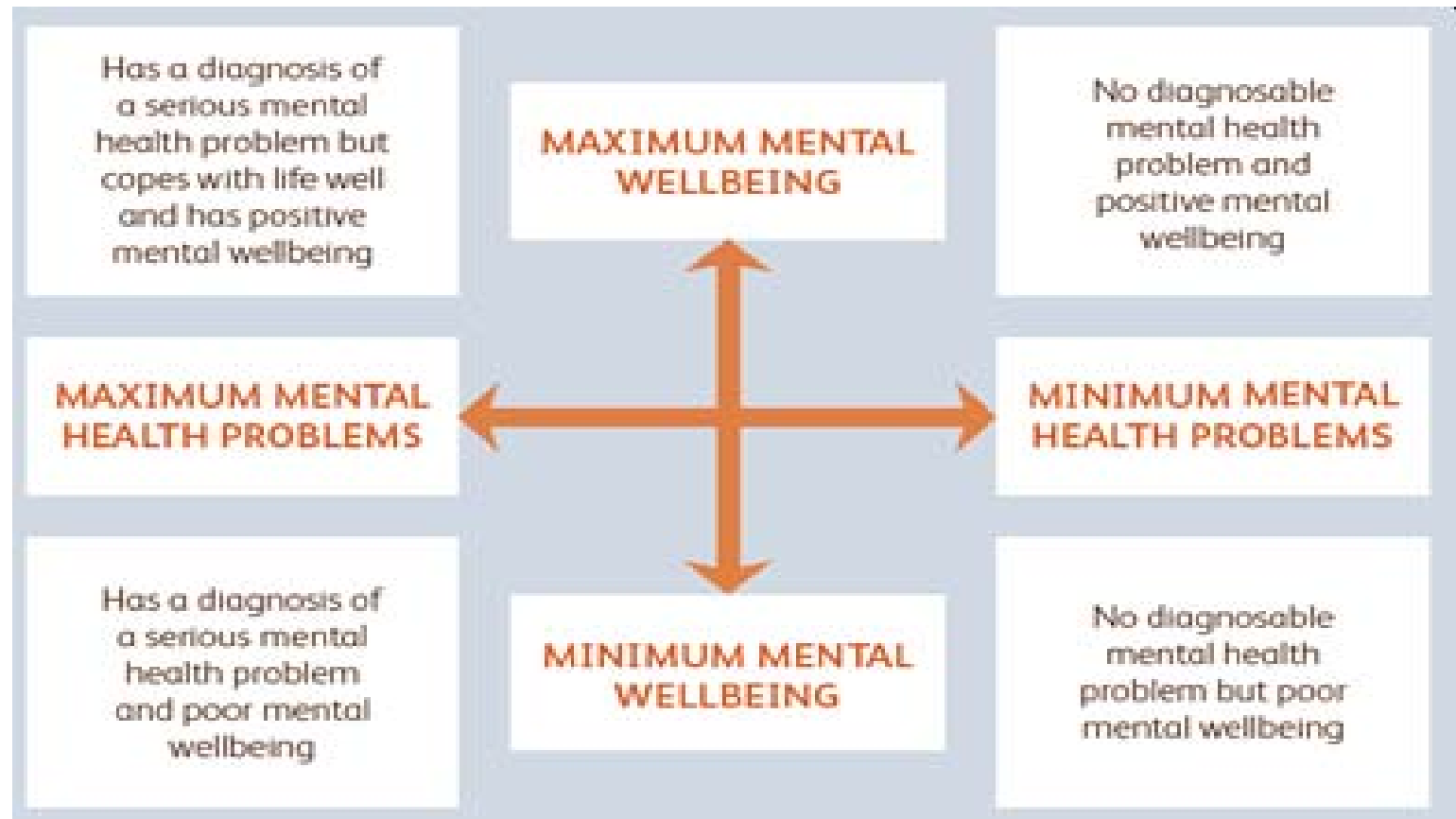
- “Everyone, no matter what their life experience, background or challenges, will have the opportunity to lead their life to the full.”
- Fundamental to all the services is the ethos of working alongside clients to coach and empower them to develop the skills and confidence to take action and responsibility to increase their independence

Southdown Making Life Work

Mental Health Quiz – Facts & Myths



Mental Health Continuum





Developing the Business Case

- One worker in six will be experiencing depression, anxiety or problems relating to stress
- The total cost to employers is estimated at nearly £26 billion each year
- Simple steps to should enable employers to save 30 per cent or more of these costs
- 91 million days are lost each year due to mental health problems



Developing the Business Case

- Promoting worker involvement & Encouraging staff support
- Promoting autonomy and employee job control
- Minimising work pressure
- Having clear expectations
- Providing on-going access to support, particularly the availability of natural supports in the workplace
- However, the most strongly associated factor with successful job retention is the support of the manager or supervisors



Developing the Business Case

- Absenteeism
 - The direct cost of Absenteeism in 2012 was estimated to be £14Bn
- Presenteeism
 - presenteeism from mental ill health alone costs the UK economy £15.1 billion per annum



Early Warning Signs

- An increase in unexplained absences or sick leave
- Poor performance
- Poor time keeping
- Increased use of alcohol, drugs, tobacco or caffeine
- Frequent headaches and back aches



Early Warning Signs

- Withdrawal from social contact
- Poor judgement and/or indecision
- Constant tiredness or low energy
- Over activity
- Unusual displays of emotion e.g. frequent irritability or tearfulness

Mental Health First Aid





Reasonable Adjustments

- Adjustments to a job
- Adjustments to premises
- Adjustments to working arrangements
- Adjustments can be permanent or time limited
- Some Adjustments are free and some come with costs