Mental Health at Work

John Halligan

jhalligan@opusmentis.uk
72% of people treated for depression are female + 78% of people who take their own lives are male
In 2014, 4,623 men took their own life.

- 12 men every day
- One man every 2 hours

76% of all suicides in the UK were men.

Only 20% of the UK know that suicide is the most likely cause of death for men under 45.

42% of UK men aged 18-45 have considered suicide.

41% of men who contemplated suicide felt they couldn’t talk about their feelings.

32% of men who contemplated suicide said “didn’t want people to worry” about them.
Mental Health

Costs us £105 Bn. That's the cost of the whole NHS!

11% Of NHS Spend but 23% of NHS Activity

75 percent of people with Mental Health problems get no support at all

SOURCE: http://tinyurl.com/gvc4or3
People with severe or prolonged mental illness are at risk of dying 15 to 20 years earlier than other people.

Are nearly 7 times more likely to be admitted as in-patients or detained under the Mental Health Act.

78% of people taking their own lives are men.

72% of people diagnosed with depression are women.

Of people with Mental Health problems get no help at all.

Source: http://tinyurl.com/gvc4or5
- 10% of children and young people have a clinically recognised mental disorder

- 17.6% of adults in England have at least one common mental disorder

- **Postnatal depression affects 13% of women following childbirth**

- In 2009-10, 0.4% of the population had psychosis and a further 5% subthreshold psychosis

- 5.4% of men and 3.4% of women have a personality disorder; 0.3% of adults have antisocial personality disorder

- 24% of adults have hazardous patterns of drinking, 6% have alcohol dependence, 3% illegal drugs dependence and 21% tobacco dependence

- **A third of people who care for an older person with dementia have depression**
Prof Gary Johns, Concordia University in Canada, says there's an “iceberg effect” in which the “more visible portion of work loss (absenteeism) is dwarfed by that portion beneath the surface (presenteeism).”

Absences cost £7.5 Bn

Presenteeism costs twice that of absenteeism, according to Birmingham Aston University.
Work Stressors:
- culture of the workplace
- blame culture
- excessive hours
- demands of the job
- control over work
- relationships at work
- bullying and harassment
- change
- job insecurity
- Role ambiguity
- lack of support
- work-Life Balance

But Don’t know

What to do

50% stressed in job

95% fibbing about reasons for absence

Presenteeism
International Labour Organisation

Model of Work Stress

Potential Hazards
- Culture
- Demands
- Control
- Role
- Change
- Relationships
- Support

Symptoms of Stress
- Individual symptoms
  - Raised blood pressure
  - Sleep & gastrointestinal disturbances
  - Increased alcohol and/or caffeine and/or nicotine intake
  - Increased irritability & negative emotions
  - Back pains; tension
  - Palpitations; headaches

Organisational symptoms
- Increased sickness absence
- Long hours culture
- Increased staff turnover
- Reduced staff performance
- Reduced staff morale & loyalty
- Increased hostility

Negative Outcomes
- Coronary heart disease
- RSI
- Clinical anxiety and depression
- Burnout
- Increased overheads
- e.g. recruiting, training
- Reduced profits
- Increased accidents
- Increased litigation

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98% of companies think Mental Health should be a company concern.

81% think their employee’s Mental Health should be a priority.

But fewer than 10% have a formal Mental Health policy.

More days lost through mental ill health than in industrial disputes.

1/4 Of staff are dissatisfied with their job.

1/3 Of staff are not happy at work.

Source: BITC Emotional Resilience Toolkit
The 5 Steps Mental Health First Aid approach:

1. Assess risk of suicide or self harm.

2. Listen and take seriously what is said, do not judge.

3. Give reassurance and information.

4. Encourage the individual to access professional help.

5. Encourage the individual to use self-help techniques.
Section One
- What is mental health?
- Why mental health first aid?
- The five steps of mental health first aid
- Impact and cost of mental health problems
- Influences on mental health
- Risk and protective factors
- What is depression?
- Alcohol, drugs and depression

Section Two
- Suicide in England
- How to help someone who is suicidal
- Listening non-judgementally
- First aid for depression
- Treatment and resources for depression
- Self care

Section Three
- What is anxiety?
- When is anxiety a problem?
- Alcohol, drugs and anxiety disorders
- Crisis first aid for panic attacks
- Crisis first aid for acute stress reaction
- Some common thinking distortions
- Treatment and resources for anxiety
- Self-harm
- Eating disorders

Section Four
- What is psychosis?
- Understanding psychosis
- Schizophrenia and bipolar disorder
- Recovery from psychosis
- Crisis first aid for acute psychosis
- Treatment and resources for psychosis
- Action planning for using MHFA
Mental Health at Work: Member Support

H&S/Case worker Rep preparation

- Understand Legal and policy context including employer and union's policies
- Research precedents, internal and external
- Familiarisation with case history and details
- Examine Risk Assessments covering case
- Outline negotiating position with member and alternative scenarios

Branch/Bargaining Unit Resources Preparation

- Survey Reps and Members for Training and development requirements
- Acquire resources essential to successful negotiations

Organise briefings, training and development opportunities for Reps and members

- Equali[y Act details
- HSE Management Standards
- Information on Risk Assessments
- Own union resources
- TUC Resources
- Other resources

Mental Health Awareness Course
- Mental Health 1st Aid and other training
- Links with networks
CWU taking mental health at work seriously

Pilot MHFA training course for Eastern Region agreed: 2 Reps per Branch

Warrington Mail Centre: joint training, organised by CWU for Reps and Managers

Billy Butterworth, CWU retired, working with UCATT on joint training of community and union reps in MHFA and delivering Short Mental Health courses to apprentices

Mersey Amal Branch: Seminar on Mental Health in September this year

Next steps?
When I becomes
We illness becomes wellness