



Peter Christison & Associates

Workplace Health Consultancy and training

Fact sheet 1 Workplace mental health awareness 0.5 day training for Line Managers and HR (employees 2 hour workshop available)

Part of the 'Healthy Minds in your Workplace' series

The pressures of the recession have differing effects on the mental health of the population, and the need to enhance the promotion of mental health and prevention of ill health; see Foresight 'Mental Capital and Well Being' October 2008. Giving individuals and organisations these skills can retain productivity and profitability for the employer, and enable employees to avoid the pitfalls of presenteeism and sickness absence.

According to research published by The Sainsbury Centre for Mental Health (Grove et al December 2007) every UK organisation's workforce is affected by mind health problems.

- ✚ Sickness absence is no longer the only issue facing employers. Presenteeism, 'reduced productivity and performance from an employee/Manager unable to work to full capacity due to ill health' accounts for 1.5 times more working time lost and costs than absenteeism.
- ✚ Mind health problems cost UK employers around £26 billion a year; equating to £1035 for every employee in the workforce.
- ✚ At any one time employers will find 1 in 6 employees affected by mind health problems such as depression or anxiety; this rises to 1 in 5 if there is also an alcohol or drug dependency.

Topics covered and aims and objectives of 0.5 day mental health awareness course

Aims

- ✚ Gain an understanding, knowledge and be aware of mental health issues affecting the workforce.
- ✚ Line Managers be able to put into practice the knowledge learnt, promotion and prevention

Objectives

- ✚ Understand risk and resilience factors for mental health and mental ill health, in the workplace, and key personal life ones.
- ✚ Key management tips on promotion and prevention
- ✚ Learn the signs and symptoms of mental ill health, and interpret how to use this knowledge
- ✚ How does a person with mental ill health and issues feel, what are their concerns? Includes practical responses by Managers
- ✚ A word on job retention and 'Fitness to Work'
- ✚ How to respond to a person who is becoming unwell, approaching or being approached
- ✚ Gain a brief overview of mental illnesses affecting employees in the workplace including key signs and symptoms, common side effects of medication
- ✚ The relevance of open culture about workplace mental ill health; an introduction to development

Continued overleaf

Testimonials September 2008

'Very informative and useful management information' **Bernard Allen Communications Manager Somer Housing Group**

'Lots of good information to help in the future' **Jane Jones HR Manager Somer Housing Group**

' Good, very clear presentation skills and knowledge of the subject' **Sian Hancock Team Manager Somer Housing Group.**

If you would like further information of this 'in house' workshop please contact Peter Christison in confidence without obligation.

Other workshops training and consultancy fact sheets (TFS) in the 'Healthy Minds in your Workplace' series:

- ✚ Well Being and stress Management 2 hour or 0.5 day workshops: *TFS 3*
- ✚ Resilience skills and managing complex behaving customers : *TFS 2*
- ✚ Well Being and Stress Management *TFS 3*
- ✚ 'Protecting your Health in the Credit Crunch' *TFS 4*
- ✚ Healthy Call Centres Managing distressing or distressed customers and resilience skills for staff *TFS 5*
- ✚ Case management service (Stress and mental ill health only): *TFS 8*
- ✚ Remaining in or returning to work with common mental health problems or stress: *TFS 6*
- ✚ Our services and training topics menu : *TFS 7*
- ✚ Job retention 2 day training *TFS 7*
- ✚ Health and safety training and consultancy *TFS 9*
- ✚ Workplace bullying and harassment training for all the workforce *TFS10*
- ✚ Understanding and managing alcohol and substance abuse in the workplace *TFS 13*
- ✚ Taking effective breaks *TFS 14*

We also have a 'Mental Health and Behaviour' Fact sheet series

Abridged Biography of the trainer

Peter Christison has worked for over 20 years in the business sector, 10 years in the public and voluntary sectors and has gained over 18 years experience delivering and designing training to all these sectors.

He has worked in the mental health field for over 18 years, and was a Mental Health Promotion Specialist in the NHS for 4 years where he researched and wrote 'Healthy Minds in your Workplace' toolkit and training Programme. The toolkit was used by one of the HSE pilot sites for the development of the HSE Stress Management Standards. The majority of this programme was used for the £5.8 Million 'Healthy Minds at work' project throughout Wales in 2004-07.

He has written articles published about promoting workplace mental health in national journals including: the Health Service Journal (HSJ) and 'The Professional Manager' the magazine of the Chartered Management Institute.

He offers a job retention case management service in Sussex, Surrey, Kent, and Hampshire and parts of Greater London. Further details of his experience associates and client list available on request.

Bespoke and 'off the shelf' UK wide training and consultancy
For the full range of our services and training topics see our fact sheet 7
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