



# **Factsheet 1 Mental health awareness for Directors, HR and Line Managers (Role for above handling stress and Mental health awareness available)**

*Can be purchased by up to 3 businesses together\**

**Adverse stress (and Mental ill health\*) is a fact of life  
and affects 1 in 4 of the UK population in any year**

(\* *ONS Psychiatric morbidity survey by household 2007 published January 2009*)

**Anyone can be affected in the workforce from the Chief Executive to the trainee**

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

## **What delegates said about these two courses**

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

*'A well delivered course giving good expertise, trainer is very good'* **Hannah Eley Quality  
and Performance Manager Surrey Probation Service**

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

*'Enjoyable and very informative, will take on board and use from the session'* **Julia Riordan  
Deputy Court Manager Surrey Probation Service**  
*Continued overleaf*

## **Topics that can be covered in 0.5 day and the 1 day course**

- ✚ The importance of taking action against adverse stress including legislation & HSE powers; risks of litigation
- ✚ An overview and understanding of the 6 HSE Stress Management Standards
- ✚ Learn good management practice in line with the HSE Standards, and the key 8 factors from 'Healthy Minds in your workplace' toolkit and training programme
- ✚ Understand risk and resilience factors for adverse stress & 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
- ✚ Gain a brief overview of common mental ill health affecting employees in the workplace understanding treatments and common side effects of medication
- ✚ Gain a brief overview of what is stress and adverse stress
- ✚ Understand risk and resilience factors for adverse stress in the workplace & key personal life ones
- ✚ Understand the signs and symptoms of adverse stress and know your own symptoms
- ✚ How to respond to a person who is becoming unwell, approaching you or being approached by you; best practice in communication
- ✚ Gain an overview of self-evaluating the effectiveness of the practice at agreed timescales
- ✚ An overview of Job retention & health coaching; the future of workplace health such as 'fitness notes' government well-being strategies
- ✚ How to respond to a person who is becoming unwell or has presenteeism; approaching or being approached
- ✚ The relevance of open culture about workplace mental ill health; an introduction to development of a culture

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