



**HEALTHY MINDS**  
in your workplace

**Peter Christison & Associates**  
**Health Consultancy and training**  
[www.healthymindsinyourworkplace.com](http://www.healthymindsinyourworkplace.com)

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**A UK wide service in:**

**Workplace Health**  
**Mental Health**

# **OUR HEALTH CONSULTANCY SERVICES AND TRAINING GUIDE**

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**Keith Allen CMIOSH, FRSPH, MEPS**

**Welcome....**to our health consultancy and training services. We provide a UK wide service to all types and size of workforces and organisations.

**Who we are...**We are all experts in our own field running independent private small businesses in a consortium, to offer you the widest range of consultancy and training in services in:

-  Workplace health
-  Mental health

We are providing you a service of a large company but at the cost of a small business

This guide provides information of our services which are entirely flexible to meet your criteria. This flexible allows you to **utilise and integrate any parts** of the consultancy, including the **content of any training** programmes, to meet your specific requirements. The flexibility allows you to have a programme of workshops or training, in some cases from 2 hours to 2 days in duration. We can advise you of the content if you prefer.

All our training is 'in house' for organisations, can be run jointly by 2/3. We regret we do not run open training to send employees to. We are able to offer 'training for trainer's service' in some topics.

**Research and design service** If you cannot find what you need from the information in this guide and specific training fact sheets (TFS), that are available on request, then we can research design and deliver the topic you require.

I look forward to hearing from you if I or any of my associates can assist you.

Kind regards

Yours sincerely

*Peter Christison*

Peter Christison

Director

Peter Christison and Associates

## How to use this guide

You will find the consultancy and training are divided into the key headings of workplace health and mental health. At the beginning of the training sections there is a box listing the topic which is given a TFS number; described as 'Healthy Minds in your Workplace' series, and Mental Health and Behaviour series. This refers to a detailed fact sheet. The content of the TFS is:

- ✚ An extensive list of the content you can select or we can advise you to have
- ✚ Introduction
- ✚ Training methods used
- ✚ In most cases named testimonials from evaluations
- ✚ A brief biography of the trainer

These fact sheets are available on request. Below each box is a list of **example abbreviated content** of the two key headings. It is possible to mix contents not only from the different training programmes in each topic **but between** workplace health and mental health.

### The content sections:

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## Our consultancy services

### Workplace health

Specialist Job Retention Case Management Service, return to work and presenteeism (Workplace stress and mental health for employers and employees only)	Assessments and audits both HSE and psychosocial for individuals and workplace. Stress risk assessment procedures (and training)
Strategy design and writing for: workplace well being, health and safety, health promotion, anti bullying and call centre workforce health	Health and safety services, including corporate manslaughter
Protocol policy and charter writing: Mental health, anti bullying (including culture issues) well being and stress, health and safety, drug and alcohol issues. Advice on effective organisational devolvement	Nutrition clinics CD's for specific relaxation: visualisation, shoulder and neck tension release exercises

### Mental health

Strategies and briefings for :suicide prevention, self-harm reduction, mental health promotion and anti -stigma	Psychological therapies: hypnotherapy, CBT,BSFT and counselling for a wide range of disorders- includes workplace 'clinics ' service
Protocol or policy design and writing	Alcohol and drug misuse assessments and screening
CD's for emotional and sleep difficulties	

### Protocols and policy design and writing

We can provide an assessment or audit, then design and writing service for any type of organisation that gives it clear practice for its employees and management. Staff seminars or training of the completed protocol or policy is available.

Inevitably without protocols or detailed policies, working practices within organisations can cause: inefficiency, lower productivity, confusion leading to job dissatisfaction and workforce health or turnover problems.

### Assessments and audits

We provide assessments for the whole or part of any organisations workplace such as well being, risk of: adverse stress, bullying, or mental health. We provide personal adverse stress and psycho social assessments in a variety of applications; all assessments can be run independently or as part of other services required by the client.



#### **Job Retention Case Management Service (Stress and Mind ill Health)**

*(Roger Butterworth, Peter Christison cover the south of England and some of Wales; a national network provides coverage for the remaining areas)*

*[Ask for fact sheet 8 'Case management and job retention service'](#)*

This is a specialist service to advise and support employers, or their employees, to retain in or return to work on a sustainable basis an employee who is suffering from adverse stress or mental ill health. Specially trained case managers in these specific health areas can provide a 1 to 1 service and usually be sourced throughout the UK. Training or additional services can be also accessed if appropriate.

The Case Manager is an independent trained professional who has skills, training, and knowledge base to provide an efficient co-ordinated service of the following:

-  Initial psycho social assessment, including stress audit, of the individual employee
-  On site Workplace assessment

- ✚ In depth knowledge of mental illnesses, mental health issues and stress
- ✚ Mental health awareness training including working with people with mental ill health
- ✚ Provide psycho social interventions such as: recovery and coping skills strategies, personal resilience, depression busting, or stress management for the individual.
- ✚ Well being coaching
- ✚ Advice and support for employees still present in workplace but displaying signs of emotional distress and deterioration of work performance
- ✚ Recommend outside agencies professionals as a result of the assessments i.e. Relate counselling
- ✚ Team working and negotiation. Contact and work with all parties in a co-ordinated fashion that can include: Employer and their representatives i.e. Line Managers or HR , GP's, Occupational Health, mental health professionals, trade union representatives
- ✚ Advice on DDA and HSE
- ✚ Recommending workplace adjustments
- ✚ Designing, writing and monitoring graduated return to work with all parties
- ✚ Recommendations and advice, including mind health promotion for employers at managerial and organisational level
- ✚ Mediation
- ✚ If necessary provide reports and witness evidence for any compromise agreements or legal disputes

### Strategies and projects

We can provide advice, design and write strategies for communities and organisations. Community's can be parts of: a town, or region, schools, institutional premises (such as a housing scheme), or workplaces. We can also provide advice or design projects to work as part of strategies.

### Psychological therapies

#### Hypnotherapy CBT and BSFT Individual Supportive Therapies *By Sharon Jackson or Dave Costello*

There are occasions when the expertise of Human Resources, even staff counselling programmes, is not enough to support employees with their particular psychological health issues. All too frequently, appropriate assistance through NHS routes involves long waiting times for treatment, which can delay an individual's return to work. Unnecessarily long absence in itself has been shown to be detrimental to a person's mental health and their confidence.

Peter Christison and associates are pleased therefore to be able to offer access and signposting to fast, effective services to support individuals in your organisation who may be experiencing psychological ill health, through CHW and SLJ Therapies; both organisations can run 'clinics for the workforce' at suitable flexible locations in the location of the employer throughout the UK. ***We can accept a number of employers' in the same location contracting the service simultaneously.***

On a practical level, SLJ or CHW specialists can offer both timely and economic solutions to the support of individuals. For example, when Brief & Strategic Therapy (BST) is utilised for high anxiety and traumatic stress disorders, significant behavioural change can occur within just 1-3 sessions. This is the case even with more complex psychological conditions and physiological conditions with specific aetiology

<ul style="list-style-type: none"> <li>• Confidence Issues</li> <li>• Generalised Anxiety</li> <li>• Panic Attacks</li> <li>• Phobias</li> <li>• Public Speaking</li> <li>• Bruxism (teeth grinding)</li> <li>• Anger Management</li> <li>• Binge Drinking</li> <li>• Addictions</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical Hypnotherapy</li> <li>• Cognitive Behavioural Therapy</li> <li>• Transactional Analysis</li> <li>• Solution Focussed Counselling</li> <li>• Post traumatic Stress Disorder</li> <li>• Acute Anxiety</li> <li>• Adjustment Disorder</li> <li>• Unhealthy Eating Patterns</li> <li>• Smoking Cessation</li> </ul>
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## Training, workshops seminars and briefings

Please ask if you need 'training for trainers' service

### Workplace health

#### “Healthy Minds in your workplace” TFS Series

Please ask for the relevant factsheet to see the *total content of the training* available

Mental health awareness 0.5/1 day training for line managers <i>TFS 1</i>	Job retention and case management 2 day training: <i>Training guide</i>
Resilience skills and managing complex behaving customers : <i>TFS 2</i>	Case management service (Stress and mental ill health only): <i>TFS 8</i>
Wellbeing and stress management (and stress risk assessment training) 2 hour/ 0.5 day/ 1 day training <i>TFS 3</i>	Health and safety training <i>TFS 9</i>
'Protecting your Health in the Credit Crunch' 2/3 hours/ 0.5 or 1 day training <i>TFS 4</i>	Workplace bullying and harassment training for the workforce <i>TFS 10</i>
Healthy Call centres includes managing distressing and distressed customers <i>TFS 5</i>	Nutrition based workshops <i>TFS 11</i>
Remaining in or returning to work with common mental health problems or stress: <i>TFS 6</i>	Healthy workplace management <i>TFS12</i>
	Understanding and managing alcohol and drug misuse all settings <i>TFS 13</i>
	Taking effective lunch breaks: <i>TFS 14</i>

#### Managing distressing or distressed customers with resilience skills training for Staff in call centre or similar environments

Understand the complexities, types and reasons for anger	Techniques to successfully handle angry customers
Understand symptoms and behaviour of customers having mental ill health or feeling suicidal	How to handle customers sensitively and efficiently in any of these specific groups
How to handle lonely customers	Learn specific stress eliminating physical relaxation exercises affecting this workforce group
Learn and practice resilience skills to counteract distress, anxiety or depression created by these groups of customers; <i>more in depth resilience skills training available</i>	Skills include: Challenging negative thinking and use of CBT style techniques, self discussion, stress management, lifestyle and 'on site at work' techniques
Acquire techniques enabling the staff to handle all callers in a diplomatic and time efficient basis to meet the needs of the organisation	Facilitate solutions to problem solve various issues that staff encounters from these groups of callers or face to face customers

#### Organisational Workplace Health Promotion and Stress Management (and specific healthy workplace management training) (Peter Christison, or Dave Costello, or Roger Butterworth)

What is health? Theories and histories of health promotion, education and definitions.	The business case for a mentally healthy workplace-operational and profitability.
Statistics on adverse stress and mental ill health- cost to UK business and each firm includes presenteeism.	Job stressors at organisational and managerial level that create adverse stress and mental ill health
Litigation, (DDA available) case histories and examples of damages awarded to the plaintiff.	Good 'day to day' Management techniques and organisational practices to counteract these

	( see our 'Healthy Management in your Workplace' training summary)
The 8 key evidence based factors that contribute to workplace mind ill health and adverse stress.	Workplace culture and practice to reduce litigation
The HSE 6 management standards and managers training to implement these on a day to day basis	Understanding presenteeism and how to tackle it
'On remaining in or returning to work' includes: The first day, what should be in place? Understand the effects of absence on the person and work colleagues; health promotion strategies and awareness Capacity and possible limitations during the graduated return period Attendance, reviews and supervision Cultural of openness and understanding in Creating an open anti discrimination and supportive organisational culture about mind ill health.  Dealing with stigma	teams, departments What could trigger relapse? <i>An introduction to Managing adverse stress and mind health sickness absence and return to work including :</i> Understanding the feelings and concerns of the person, good communication techniques with a person with mind ill health when off sick and during the return period, the key differences from a person with physical illness, monitoring non arrival on the agreed day, negotiating adjustments  Fitness to Work and IATPT  Useful Websites, charities and organisations.

**Personal resilience skills training  
(Peter Christison)**

Understanding resilience and its context for use	Evaluate your personal resilience skills
Developing resilience techniques identified and non identified	Positive cognition methods includes challenging and replacing negative thoughts, pre-emption of disappointment, depressive or adverse stress episodes
Being empathic or assertive	Self- discussion and mental health exercises
The role of our feelings and emotions and how to use these to be resilient	Boosting confidence, optimism and self worth
Communication and relationships techniques to improve resilience	Anticipating challenging situations, 'bouncing back' and personal unhealthy reactive behaviours; replacing these behaviours

**Well Being, Stress Management and self- help promotion programmes  
(Peter Christison or Dave Costello)**

What is stress?  Lean the symptoms of stress- physical and mind- identify your own	Knowing your own risk and resilience factors for creating and combating stress in your personal life and working life.
CBT techniques group 1-2 days training to assist in the prevention of depression –ongoing self assessment	Personally designed self-help programmes for different teams, and workforces
Menu and techniques to combat personal life and some workplace adverse stress, include :  Exercise, challenge and correct negative	Signs and symptoms of adverse stress and mental ill health; interpreting and using the knowledge  Anticipating adverse stress and managing it.

thinking and worrying (CBT) –shortened version, taking effective breaks including lunch, reward systems, saying no, the daily unwind structure, travelling to and from work what am I thinking? Food and drink, e-mail and time management tips  Visualisation, and relaxation exercises, including tension release <b>CD's available</b>	Managing conflict and complaining 24/7 Sleep and overcoming problems  Exercise for all-key facts  How to survive as a lone worker
Making sense of what works for you and ongoing monitoring and self-evaluation	Creating the 'work life balance'

**Specialist Job Retention and Case Management Training  
(Up to 2 days delivered by Roger Butterworth and David Costello)**

Why Job Retention?	Origins & Evidence. Avon Model Kings College Research Results from Avon Pilot Social Exclusion Report Framework Document for VR
Why Job retention continued?	Refocusing Mental Health Services
Health Promotion – The Employer Perspective	Cost Benefit Arguments for Investing in a Healthy Workforce Workplace Stressors Relevant Employment Law
Introducing the Case Management Approach	Case Management Model Whole Person Assessment Integrating Therapy into Job Retention Workplace Assessment Designing a Graded Return to Work Workplace Adjustments
The Peer Supervision Process	Getting in the Picture Word Storming Goal Setting
Psychosocial Interventions	Effective therapeutic interventions – an overview of useful tools
Mediation Skills	When to Consider Mediation Conflict Resolution Structure of Mediation Role of Case Manager
The Disability Discrimination Act	Definitions Reasonable Adjustments Case Studies
Case Studies	Applying Principles Interventions and Strategies

**Workplace anti bullying and harassment training for the workforce  
(Peter Christison)**

Recognising bullying: signs and symptoms in individuals, colleagues and management; health impacts and performance, 'cultural shifts'	How does it feel to be bullied? Dealing with a 'culture of fear' Help I am a bully!
How to prevent bullying: assertiveness, communication skills, dealing with discrimination and victimisation, key messages to the bully, supporting bullied colleagues	Reporting bullying: Who, how? Including the victims manager who is the bully
An overview of the law and bullying, responsibilities and consequences for individuals and organisations	Organisational procedures for dealing with complaints. Includes: Mechanism, advocacy for the bullied person(s)

**Health and safety training  
(Keith Allen)**

Corporate manslaughter- board room briefings for Directors and senior managers on their duties	Health and safety induction for the workforce
Fire safety awareness, fire wardens and fire risk assessment	Manual handling
DSE risk assessment solutions	Health and safety awareness for all the workforce
Legal updates	COSHH
Water safety and risk assessment	Business continuity briefings for Directors
Emergency planning- under Civil Continuity Act	Construction Design & Management issues and assessment

**Nutrition  
(Cathy Robinson)**

Maximising Energy in the Workplace	The importance of balancing your sugar The right type of carbohydrates Coffee, tea and other stimulants Why your Get Up and Go has gone How to cope with the mid-afternoon slump Energy-boosting foods and nutrients
The Mood and Nutrition Connection	The Chemistry of Emotion Mood boosting amino acids The importance of protein Essential Fats and Mood The Homocysteine connection Controlling panic attacks with Nutrition The Food Intolerance Connection The importance of hormones Our need for sunlight
Increase Productivity on the Workplace by Boosting Brain power with simple Dietary changes	Intelligent nutrients Phospholipids and healthy fats Toxic metals and brain function How to reduce age related memory decline The hormone connection The importance of water Improve attention span by balancing your sugar levels
Back and Joint problems – their impact on mood and motivation, and how to prevent and treat them.	The importance of proper hydration Posture & breathing exercises Muscle relaxing minerals Nutrients for Joint health
The Importance of Sleep in workplace productivity	Nutrients to promote sleep Can some foods prevent me sleeping? The importance of darkness Blood sugar balancing The impact of shift working on mental and physical wellbeing Strategies to improve sleep
Coping With Stress – how nutrition can help	Adrenal Burnout & How to Recognise it Stress-busting nutrients Strategies for controlling your blood sugar The hormone connection Controlling cravings
The importance of Hydration on mood and health	Are we all dehydrated? What shall I drink? Why tea, coffee and other stimulants destroy your concentration Hydration for brain power Avoiding headaches by drinking

## Mental health

### Mental health and behaviour training TFS series

(Trainers: Peter Christison and Sharon Jackson)

We can offer 'off the shelf' and bespoke designed training in mainly adult, some children, and Criminal Justice services settings (*ask for TSF 14*)

Please ask for the relevant training factsheet to see **the entire content** available

Self-harm awareness and reduction training <i>TFS 1</i>	Psychosis re visited -2 day course <i>TFS 8</i>
Mental health awareness (including for Line Managers) training <i>See workplace TFS box.</i>	Managing voices <i>TFS 9</i>
Mental health Stigma busting ( beyond diagnosis) training/workshops <i>TFS 2</i>	CAMHS Everybody's Business Tier 1 <i>TFS 10</i>
Suicide risk assessment, awareness and prevention <i>TFS 3</i>	Personality Disorders 1 day training <i>TFS 11</i>
Dementia awareness and older persons mental illnesses <i>TFS 4</i>	Understanding and managing alcohol and drug misuse in all settings <i>TFS 12</i>
Mental health training <i>TFS 5</i>	Post Traumatic stress disorder, surviving trauma <i>TFS 13</i>
Understanding and handling panic attacks, group training for workers and sufferers <i>TFS 6</i>	Services for HM Prisons and Criminal Justice System <i>TFS 14</i>
'What's in the diagnosis?' Helping the media report mental health and suicide (Workshops briefing) <i>TFS 7</i> <b>Ideal Training for Trainers</b>	'Big Boys don't cry' Men and mental health <i>TFS 15</i>

#### Examples of contents lists

What is Mental health and mental ill health-definitions?	Risk and resilience factors for mental health and mental ill health- who is more at risk?
Triggers for mental illness	Common Signs and symptoms interpreting the knowledge
Mental illnesses: Types, specific symptoms, treatments, knowing and handling side effects, suicide risks, recovery prognosis,  Helping sufferers overcome stigma and diagnosis ( including taking medication)	Communicating and working with a person having mental illness, includes: understanding their feelings, expectations and concerns  Overcoming stigma and social exclusion; anti stigma techniques in all settings, including media training- facts and myths about mental health, our attitudes to mental health and illness
Outline of key treatment types	Availability of treatment types and from whom?
Types of medication and how does it work?	Side effects of medication – tips to help tackle the side effects
Mental health Law- brief outline of main legislation	Understanding psychosis- causes, what happens to the person and behaviour <i>(Also 'Psychosis revised' -2 day training)</i>
Understanding and working with mental health services including GP's.	How does a person feel with mental illness-facts and myths about mental ill health?
<b>Panic attacks</b>	<b>Dementia awareness training</b>

<p>This group 'in house' training is ideal for workers in a residential setting, who have clients suffering from panic attack disorder. The course enables the workers to empower clients to understand self manage and ultimately recover from the disorder.</p>	<p>This group 'in house' training can be run as part of mental health awareness or as a separate subject. The training will workers an insight to the illnesses, including risk factors and symptoms, working with and communication skills, the person, empowerment, working with health services, and basic assessment of the disease. Suitable for housing, care and day centre workers.</p>
<p><b>Understanding and managing alcohol and drug misuse</b> The impact on the individual, loved ones and carers, understanding the legal classifications of drug and alcohol use, the social and cultural perspective of drug misuse</p>	<p>Recognising the signs of alcohol and drug misuse, running an assessment (including for HR and Line Managers in the workplace) managing the effects of misuse (including in the workplace) raising awareness of alcohol and drug misuse; impact on health.</p>
<p><b>Post Traumatic Stress disorder PTSD</b> Recognising signs and causation Events associated with and who is most at risk?</p>	<p>When is it PTSD and when is it not? Impact on self and others How to manage and treat</p>
<p><b>What's in a diagnosis?</b> Context of diagnosis in reporting mental health  Impact on mis- reporting mental health and suicide; includes financial/other for media organisation  Views of the PCP and Society of Editors</p>	<p><b>Big boys don't Cry-Men and mental health</b> Overcome anxieties and fears including: discussing personal mental health and illness, receiving treatment and taking medication Responding to your colleague or friend who is unwell Positive aspects of mental ill health and managed conditions</p>

### Suicide Risk Assessment, Awareness and Prevention

<p>Suicide prevention techniques includes: Mental health promotion tips and techniques in all 'community settings'</p>	<p>Indicators someone is going to commit suicide  Why people commit suicide what triggers it?</p>
<p>Understand the suicidal persons needs and how to communicate with them  Communicating with other agencies including GP's and mental health services, when you have a suicidal person</p>	<p>What to do and not to do in suicidal situations, includes the use of case studies:  What to say and what not to say Practical steps of what to do and not to do</p>
<p>Suicide risk and multiple risk management tools</p>	<p>Suicide risk assessment includes: Who is most at risk, techniques of assessing the risk.</p>
<p>Examination of suicide statistics; the National Suicide Strategies of England and Wales</p>	<p>De stigmatising suicide</p>

### Self- harm

<p>Types of self-harm and exploring our personal views of self-harm-overcoming any stigma of self-harm</p>	<p>Why do people self harm? reasons why they self –harm and the functions or purposes of self injury to them</p>
<p>The indicators that someone intends to or is self-harming.</p>	<p>Understand the person's feelings, how they wish and not wish to be treated- communication skills</p>
<p>Techniques to support a person to reduce, change to lower risk methods, or possibly stop self-harming</p>	<p>What to do and not to do in a self-harm situations</p>
<p>Differentiate between self-harm and a suicide attempt.</p>	<p>Understanding contagion and how to combat it</p>
<p>Working with A&amp;E departments when accompanying a self harmer to hospital. Includes sound bites to create understanding and combat stigma from health service staff.</p>	<p>As with health service staff but other agencies; sound bite messages to create understanding and dispel stigma.</p>

If the service or course content you require is not in these grids, please ask us.

### Some of our clients include.....

- |   |   |
|---|---|
| ✚ Guinness Trust                              | ✚ Tesco                                   |
| ✚ Stannah Stairlifts UK                       | ✚ NHS (National PALS Service)             |
| ✚ Remploy                                     | ✚ Higher Nature Ltd                       |
| ✚ The BBC                                     | ✚ Marks and Spencer PLC                   |
| ✚ City and County of Swansea                  | ✚ Arc Children's Homes Ltd                |
| ✚ Care UK                                     | ✚ Wolverhampton University                |
| ✚ NHS Blackpool                               | ✚ North Stafford NHS Trust                |
| ✚ London and South Maudsley NHS Trust         | ✚ Dyfed and Powys Police                  |
| ✚ North Hertfordshire Homes                   | ✚ Somer Housing Group                     |
| ✚ Thames Valley and Surrey Probation Services | ✚ International Baccalaureate Association |
| ✚ HMP Bullwood Hall                           | ✚ YMCA                                    |
| ✚ Waverley Borough Council                    | ✚ RSPCA                                   |
| ✚ Durham County Council                       | ✚ South Tyneside Council                  |
| ✚ Diocese of Guildford                        | ✚ Welsh Ambulance Service                 |
| ✚ RNIB  | ✚ Scottish Association of Mental Health   |
| ✚ Environment Agency                          | ✚ Department of Work and Pensions         |
| ✚ Aircom International                        | ✚ 25 NHS Trusts                           |
| ✚ Elmbridge Borough Council                   | ✚ Eastbourne Bus Company                  |
| ✚ Godalming town council                      | ✚ JDM Electrical                          |
| ✚ NEScot                                      | ✚ Elmbridge Rugby League Football Club    |
| ✚ Mole Valley District Council                | ✚ Walton Athletic Club                    |
|   | ✚ Surrey Training Officers Group          |

**Named testimonials will be found on our website and in the separate fact sheets  
References are available on request**

### Biographies

**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 at one time a Trustee and National Chair of MDF Bi Polar Organisation charity for 6 years.

He was a Mental Health Promotion Specialist in the NHS 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 also provided mental health promotion services for children and young people.

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 also provides training and strategies in: mental health subjects including: Mental health awareness, Mental health promotion and anti stigma, Self-harm, suicide risk awareness and prevention affecting all age groups. He offers a job retention case management service in Sussex, Surrey, Hampshire, Kent and some parts of Greater London.

**Roger Butterworth** Roger is an associate of the Sainsbury Centre for Mental Health (SCMH) and Dr Bob Grove the leading national expert on mental health and employment. He created comprehensive vocational services, commended in the Health & Social Care Awards 2001, for people with mental health difficulties and provided training and consultation to over 60 Healthcare Trusts nationwide.

*He received the NHS Modernisation Award in the Mental Health category in order to conduct research into Job Retention best practice internationally.*

*Roger completed a successful Job Retention Pilot in Bristol, supported by Department of Works and Pensions and NHS Executive. This work is given as an illustration of best practice in the Deputy Prime Minister's Report on Social Exclusion. The pilot was evaluated by King College London, Grove Sacker and Thomas; available on request.*

*He has written several articles for mental health journals including: "Putting the Missing Rungs in the Vocational Ladder" and "Planes not Pilots" for 'A Day in the Life' – Pavilion Publishing. He is referenced in all current literature concerning job retention and vocational and employment rehabilitation for people with mental health difficulties. He is on the Standards Committee of the Vocational Rehabilitation Association.*

*Roger co-ordinates a national network for the development of Job Retention Case Management Services and has delivered training on the subject throughout the U.K.*

*In October 2004 he was a founder partner in a major initiative in Wales, 'Healthy Minds at Work'. Funded by the European EQUAL grant and support from the Welsh Assembly, he researched and delivered comprehensive services to employers.*

*In 2007 he presented and conducted workshops for the National Employment Support Association in Australia and delivered training in 'Recovery-based Practice' in Queensland.*

### **Sharon Jackson Bsc Psychology and Sociology, Msc Application of Social Learned Theory and Counselling, Diploma Mental Health Nursing**

*Sharon has worked in the mental health field for over 8 years including in the forensic community mental health setting (mainly HMP Styal) She has worked in the intensive psychiatric care setting, (Msc in psychiatric intensive care nursing). She has an expertise in self-harm (certificate in therapeutic interventions for self-injurious behaviour).*

*She provided teaching sessions within hospitals and to AMP's (formerly ASW's) to provide workers with an understand self harm, drug misuse and personality disorder; with understanding the building of therapeutic relationships with their clients resulting in working towards recovery.*

*Her interest has further developed to include working within a recognised therapeutic framework with secondary mental illness, Bi-polar disorder, psychosis and schizophrenia, this interest was developed due to working within a psychiatric intensive care unit, followed by a psychiatric high dependency unit.*

*Sharon provides mental health and behavioural topic training in: Drug and Alcohol misuse, PTSD, Personality disorders, Psychosis, self harm, suicide, and managing voices. She also provides specialist counselling and CBT.*

### **Dave Costello BA (Hons) DipCOT DCHyp GQHP**

*Dave has worked as an Occupational Therapist for 18 years in mental health, and went on to specialise in mental health and employment. After working as the lead clinician for a national pilot in job retention, he has delivered Job Retention Case Management Training throughout the UK. Dave has also recently been assisting employers to develop better mental health promotion strategies for staff, and has developed 'Work-place Facilitator' Training for, among others, Swansea Borough Council & Dyfed & Powys Police.*

*Dave is also a guest lecturer in OT at the University of West of England. He continues to work with individuals as well as organisations, and has designed and delivered Condition Management programmes through New Deal brokers, for individuals wishing to return to work after illness or injury.*

*Dave is also a fully qualified hypnotherapist and practices with CHW, Clinical Hypnotherapy Wales, a national network of experienced clinicians, offering fast and effective brief strategic therapies to clients recovering from a variety of anxiety and stress based conditions. This specialist service can be accessed by HR Managers for their staff who may be experiencing particular traumatic, stress-based anxiety conditions.*

**Cathy Robinson Bsc, Dip Nut Med**

*Cathy is a Nutritional Therapist who has been practising in Sussex for 8 years, running a busy clinic in Hove. She is fascinated by the impact of diet and nutrition on mental as well as physical health, and has coached numerous clients to help them attain their goals through modifications to their diet and lifestyle. Goals are set with each client, and a personalised, workable programme is developed to help them achieve these goals. Cathy also advises on diet, nutrition and lifestyle modifications for a leading supplement company.*

*Cathy is qualified trainer, and had led workshops and Adult Education classes on Nutrition. She delivers subjects as diverse as preventing and managing arthritis, the menopause, weight loss, children's health, detoxification and general healthy eating.*

*Cathy holds a Certificate in Training Practice, and is a member of the CIPD (Chartered Institute of Personnel and Development). She also develops and delivers training programmes on interpersonal and job-specific skills for the UK Border Agency at locations across the UK.*

**Keith Allen CMIOSH, FRSPH, MEPS.** *Keith is director of Embers, a Chartered Health and Safety professional and has worked in health and safety for over 15 years as a consultant and trainer, mostly in the public sector, working for business, and the voluntary sector. He was also an emergency planner at Waverley Borough Council for 7 years including during the transition to compliance under civil contingencies legislation, from 2004, and was a member of the Local Resilience Forum training group.*

*He is a member of the Emergency Planning Society and has substantial experience in business continuity management. He covers the UK, subject to client's requirements.*