Promoting Health at Work

Why Develop a Mentally Healthy Workplace?

2019 saw the start of a great joint piece of work with Glenrothes based Engineering Firm, Fife Fabrication (FiFab). The aim of the work was to increase awareness and understanding of mental health in the workplace and how it can impact the health and wellbeing of local workers.

Following initial discussion with FiFab's local network and the Workplace Team getting to know and understand the local picture in relation to mental health in the workplace, two Healthy Working Lives Mentally Healthy Training courses for Managers were delivered. In total 13 organisations attended.

Fast forward to January 2020. We held a focus group to discuss the impact of the course and assessed the level of activity since the training day's for them as managers and the wider organisation. Due to diaries eight organisations attended the focus group.

Focus group participants;
Europsray, Dynamic-EMS, Lamond & Murray LTD, FLEXcon Europe LTD, Leviton Solutions Europe, Fife Fabrication, CoorsTek LTD.

Local impact

Participants are now looking at mental health as a topic alongside others affecting the business, such as an aging workforce, recruiting younger workers and health and wellbeing.

It was noted that in their male dominated work environment, participants are recognising a difference in how the generations discuss, open up and respond to mental health as a topic area (generally and on a personal level).

Since attending Mentally Healthy Training for Managers, participants have supported workers on a one to one basis by simply asking, listening, talking and sign posting them to appropriate services to get the right support.

Light bulb moments

Everyone has mental health!

You need to take a step back and consider work and home life contributing factors.

There is a risk to safety at work when staff are mentally unhappy/unwell.

Consider not just physical health but mental health impacts of business roles/duty changes.

Directors and seniors should attend training in mental health first to support 'buy-in' from the rest of the organisation.

Key Points about mental health

Mental health is a umbrella term and includes mental illness and mental wellbeing.

Everyone's mental health statue is different and variable.

Don't be afraid to ask others 'are you okay', they will thank you for it

Trust is key for anyone to open up and talk

Following the Mentally Healthy Training for Managers, participants were asked to rate their confidence levels.

Confidence level to Approach Mental Health as a subject with staff (0-10).

- 7
- 7.5
- 8
- 8.5
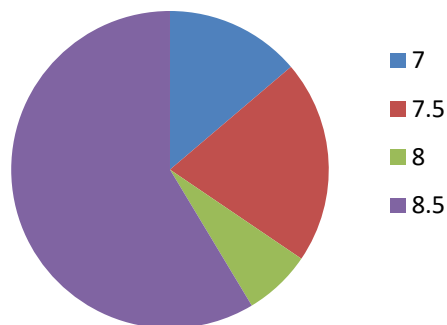
Confidence levels were reported to be higher and participants felt increased confidence in raising mental health as a topic. There was also a feeling that there is a move in the culture that mental health is no different that discussing any other issues.

Culture change happening now! But it is a long-term goal

Weekly meetings have been introduced to discuss absence and how the organisation can support the individuals.

Management style is changing to foster better communications.

There is an increase in proactive support to prevent situations/health worsening.

Policy development and awareness programme to support it's implementation.

Stress risk assessment is a long process to get the organisation ready for, it isn't a quick risk assessment process.

Resources available to support a Mentally Healthy Workplace

Policy development

Contact the Workplace Team for guidance on developing a stress, wellbeing or mental health policy or support to develop a metal health at work Programme.

Download the J:ALT toolkit (Just: ask, listen talk): Helping employers develop a mentally healthy workplace. www.opportunitiesfife.org/public/news-events/news/just-ask-listen-talk-toolkit/

Training

Mentally Healthy Workplace Training for Managers https://www.healthyfife.net/training-courses/

Mentally healthy workplace e-learning https://elearning.healthscotland.com/

Samaritans workplace support, training and e-learning www.samaritans.org/scotland/how-we-can-help/workplace/

Resources – awareness raising material

Free health promotion leaflet and posters order here: http://hpac.fife.scot.nhs.uk/HPAC/Index.jsp

Needing support now?

Samaritans – will listen to anyone needing support

www.samaritans.org/scotland/how-we-can-help/contact-samaritan/

NHS Breathing Space - will listen to anyone needing support

https://breathingspace.scot/

NHS Health and Work Support – will support with health and disability issues

www.healthandworksupport.scot/

NHS Inform

www.nhsinform.scot/