

The Managers Guide to Mental Health
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When did you last hear mental health discussed [at work]?
Was it done so positively or negatively?



IT'S NOT THAT BAD

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And it's all online...

The Manager's Guide to Mental Health

How to lead and line manage people who experience mental illness.

This article gives information and further links from the seminar of this title at our 2018 LeadWELL conference. Audio will also be available from our [podcast page](#) in due course.




Introduction

People who experience mental illness are dealing with complex issues every day. Despite this they are strong and skilful – usually more strong and skilful than you or they may think. However, their symptoms can affect their performance at work and adaptations may be needed. Managers can be fearful of raising the topic – worrying that people will be sensitive or that it will expose their own ignorance or even stigma in this area.

Faith-based organisations often have small teams that mean it is hard when one person is not fulfilling their role. Also, they use volunteers, which can complicate things as they are not technically employed, but are still working for you. The principles and responsibilities are the same – be approachable, offer suitable support and maintain your standards.


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Why is this an issue?




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A simple three-stage process



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A simple three-stage process



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Promote

For everyone
Get the issue on the table

Its time to talk!

Working Environment

- Hygiene Factors
- Enjoyment Factors

Everyone should have a Personal Development Plan

- Mandatory training
- Things specific to them

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Help

Early
Keep it simple

A stitch in time saves nine!


Have you thought about:

- Mental Health Days
- A WAP [Wellness Action Plan] [\[link\]](#)
- An Employee Assistance Program

If things are more chronic:

- Simple things still work
- Listen to people – they know best
- Allow time off for appointments

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Adult MHFA Manual

Adult MHFA Workbook

Two Day

Mental Health First Aid

Could you run this course in your church / organization?

Refer

Help is available
Don't fudge the issue

Know your limits!

Occupational Health Services

- For larger organisations, or outsourced
- Listen to their advice

National Health Service

- For all
- Listen to their advice
- Often have local work-assistance schemes

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What is on offer?



What 'rewards and benefits' does your organisation offer? Is this enough?

Does everyone have a PDP? Is it worth anything?

How can you access formal occupational health services?

How to do a WAP Plan [\[link\]](#)

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What does "The Law" say?

Don't panic..
Common sense under a wig...

Relevant Laws

THE ACTS

Health and Safety at Work Act
Equality Act

[Affects volunteers as well as paid employees]

[Only applies to issues affecting work]

THE PRINCIPLES

Focus on what they CAN do
Make 'reasonable adjustments'
Balanced Responsibilities

- Employers assess, train and reduce
- Employees attend, seek help and follow guidance

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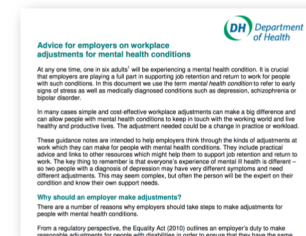
Which of these are 'reasonable adjustments'?

Allowing someone a light-box if they have seasonal affective disorder?

Working for some of the week from home

Allowing multiple short breaks rather than fewer long breaks?

Allowing time off each week for therapy?



https://www.nhs.uk/healthatwork.co.uk/images/library/files/Government%20policy/Mental_Health_Adjustments_Guidance_May_2012.pdf

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Difficult Conversations



How do you spot mental health problems?

How would you raise a difficult topic like this?

What might be some of the barriers to them raising it?

In the UK, the top three hardest conversations we face in our lives are all work-related.



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Plan!!

It might not be a mental health problem!!!

Be proactive – Step 1 of our 3

Don't rely on gossip

Be aware of their fears [\[link\]](#)

Set a clear agenda

- [To discuss a performance issue](#)
- [That you want to help](#)

Be clear about what is confidential

Invite HR, allow them to invite

Ask them what they think will help

Shaw Trust [\[link\]](#)

- [More detailed list of do's and don't](#)

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What if they don't want help...

It's still your job

Take time

- [This has been going on for a long time...](#)

Try to find independent help

- GP
- Church

Last resort – formal referral

- [There are standards for jobs that are needed for safety](#)

Do what Occ Health say

- [You can't have your cake and eat it!](#)

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To Close

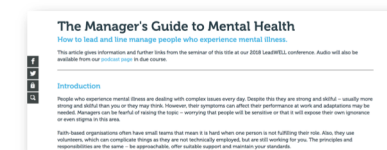


Share one thing you have learnt today

Write down one thing you need to explore

Any other questions?

And its all online!



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