



Mind Your Own Business

Project News - Autumn 2010

NHS

Rotherham

Mind Your Own Business supports employers to manage mental health and wellbeing in the workplace. Promoting staff wellbeing will have benefits both for your staff and for the business.

Mind Your Own Business can visit your organisation to conduct a mental wellbeing in the workplace needs assessment. Tailored feedback and recommendations to improve staff wellbeing can then be provided alongside support to implement these changes. Support includes advice on healthy working practices and procedures, tools and templates that can be applied in your workplace and free training, resources and information for employees.

For further information please contact Jess Wilson on 01709 302727 or email: mindyourownbusiness@rotherham.nhs.uk

Get your free Mental Wellbeing in the Workplace Toolkit

NHS Doncaster and NHS Rotherham have worked collaboratively to produce a Mental Wellbeing in the Workplace Toolkit. The toolkit will support employers to develop, incorporate and promote positive practices in relation to promoting mental wellbeing in the workplace.



The Mental Wellbeing in the Workplace Toolkit is based on an employee's journey within an organisation from recruitment through to being in work and eventually moving on. The aim of the

toolkit is to gather all the information that you will need regarding mental wellbeing at work into one place. The toolkit is held on a memory stick and comprises a guide outlining key areas of good practice and the following supplementary resources:

- Related web-links
- Useful contacts
- Tools and templates
- Information and guidance
- Self-help materials for employees

To receive your free Mental Wellbeing in the Workplace Toolkit all you need to do is complete the Mind Your Own Business online needs assessment. This can be accessed via the following link: <http://www.surveymonkey.com/s/TJT2WHB> and should take only ten minutes to complete. If you have already completed a needs assessment or have previously received support from Mind Your Own Business you can call or email us using the details above and we will arrange for your toolkit to be sent to you.

Free training dates

Mental Health First Aid training: Two days

11th and 12th October, Fusion@Magna
1st and 2nd November, Fusion@Magna
7th and 8th December, Fusion@Magna

Managing Mental Health training for line managers: One day

29th October, Oak House, Bramley, Rotherham
6th December, Oak House, Bramley, Rotherham

Job Retention Training: Two days providing participants with skills, knowledge and practical, ready to use tools to help employees stay in work.

16th and 17th November, Fusion@Magna

To book places on training please contact Susan Leckey via email: susan.leckey@rotherham.nhs.uk

Other events

- "Fit Note" seminar 23rd November 9am-1 pm
Holiday Inn, Rotherham
- World Mental Health Day 10th October: celebrate the day by raising awareness about mental health and wellbeing in your organisation. Posters, leaflets and resources can be provided by Mind Your Own Business
- Time to Get Moving week, 9th to 17th October 2010: end stigma and promote better wellbeing, through getting active together.



Case study/spotlight – Ventura

Ventura is a large company with over 8,000 employees and five large-scale contact centres in the UK and India. The largest UK centre is located in Rotherham. Mind Your Own Business provided Managing Mental Health training to a group of Operational Managers at the Rotherham site. The training was provided on a trial basis to find out whether it improved managers confidence when managing staff who were experiencing poor mental health and dealing with issues such as mental health related sickness absence.



The training was well received and Ventura have taken the decision to roll it out to other managers. Three staff have now attended the train the trainer course for Managing Mental Health which means that they can now deliver this in-house. In addition to this Human Resources are reviewing the tools used by managers to support staff who are experiencing poor mental health. The revised tools will complement the learning from the Managing Mental Health training and therefore help managers to put their new knowledge into practice.

"We recognise that as well as supporting people with mental health problems managers can also play a pivotal role in preventing or reducing mental health issues at work. The feedback that we've had from talking to our managers around the business suggested that they would welcome training to increase their confidence in handling cases where mental health is an issue."

The pilot training session provided useful guidance as well as the opportunity for us to talk about mental health issues and maybe see them in a different way.

We are excited about rolling the training out to line managers. Doing this in-house means that we can tailor the information to make it relevant to our company procedures and allows us to link the content to the practical manager tools that we will be providing. Having internal trainers also means that we can continue to train new managers within the business going forward.

We are optimistic that as well as increasing manager competence the training will have a positive impact on key issues such as attendance, attrition and performance as mental well-being is such a key factor in these matters."

Liz Tooley, HR Advisor

Time to Change

Time to Change is England's most ambitious programme to end discrimination faced by people who experience mental health problems. Mind Your Own Business can support you to deliver Time to Change campaign messages in your workplace and raise awareness about mental health.

We can help you in any of the following ways:

- Develop displays showing the campaign materials and other useful resources relating to mental health and wellbeing.
- Provide you with material and graphics for e-communications depending on the methods you have available, for example, articles for staff newsletters, email banners, website content (such as myth buster quizzes).
- Providing advice and support with practical issues such as how to organise activities or events based around the Time to Change campaign e.g. tea and talk events, workshops, theatre performances etc.
- Provide short mental wellbeing awareness sessions for employees.

www.time-to-change.org.uk



Tell us what you think

If you have any comments on this newsletter, suggestions for future articles or would like further information please contact Jess at Mind Your Own Business, telephone 01709 302727 or email: mindyournbusiness@rotherham.nhs.uk

