



Mind Your Own Business

Project News - Summer 2011

NHS

Rotherham

Mind Your Own Business is an initiative run by NHS Rotherham which supports employers in better managing mental health and wellbeing in the workplace. Good human resource practice suggests that staff wellbeing has a major impact on business success by supporting the recruitment and retention of talented staff, increasing productivity, reducing sickness absence and getting the best from your teams. Promoting staff wellbeing in your business has benefits all round.

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 is 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

Employer Case Study – History and Heraldry Ltd and Paper Island Ltd

These are two 'sister' companies which work side by side. Each company has around 60 employees and the HR function operates across both.

Ann Tattershall, the HR Manager, initially heard about the Mental Health First Aid (MHFA) course and was keen to attend because she was aware that the organisation had a few people off with stress and although these absences were not directly related to work, she was concerned to ensure that work wasn't making things worse for people and wanted to be able to provide the information to ensure they got the right help.

Ann observes that more doctors' notes are now mentioning stress or depression and is aware that the organisation has had a few people leave when problems have not been resolved. It's a small organisation which aims to maintain its low turnover of staff – people are very multi-skilled and it's important not to lose people, especially as it's hard to get temporary staff with the skills to cover. Departmental managers tend to have good relationships with staff and become aware of any issues as they arise, but managers can be nervous of dealing with mental health problems and HR needs to be able to provide appropriate information and support.

"I wanted a better understanding. I found it really interesting and useful e.g. the self-help techniques, the information about what is available – contacts for organisations who can help (not just the GP), and identifying the symptoms. It was a very relevant mix of theory and practical information."

Ann also attended learning events about Fit Notes and the changes in legislation that have been brought about by the Equality Act. She found these interesting but also found that there were other benefits gained through meeting people in similar roles as herself.

"It's reassuring because you feel as if you're on your own. It's good to meet other people in similar roles elsewhere."



Time to Change

Time to Change is a campaign aiming to combat mental health stigma. Their most recent initiative "Time to Talk" is aiming to get people talking about mental health. Often the fact that it's difficult to talk about mental health problems can be one of the hardest parts of having a mental illness. It can lead to the loss of friendships, feeling isolated, not seeking help and slower recovery. Whether it's fear or awkwardness about talking to someone we know about their mental health problem – or talking about our own mental health problem, reluctance to talk about mental health doesn't help anyone.

A number of video clips have been produced along with a TV advert that highlights peoples' fears about approaching colleagues who have been absent from work with mental health problems. Please share these with friends and colleagues to spread the word.

<http://time-to-change.org.uk/take-action/people-experiences>

<http://www.youtube.com/watch?v=3dTgAGeNRpw>



Stress Control Taster Sessions

Stress Control is an educational programme designed for people who are feeling stressed or worried or who think that they might be suffering from problems such as anxiety, depression, sleep difficulties, anger or low self esteem. The full programme is broken down into five sessions lasting around two hours.

Mind Your Own Business is working in partnership with Rotherham Primary Care Mental Health Service to offer free two hour taster sessions of Stress Control within Rotherham workplaces. The taster sessions will give participants an overview of the causes of stress and anxiety and some techniques for managing this. Anyone who then feels they would like additional support will be signposted to the full stress control course that is run for the general public at locations across Rotherham.

We hope that these sessions will provide a good opportunity to raise employee awareness and build resilience to stress.

Health at Work Adviceline

In order to improve health at work, the Government is supporting a free health advice line. This line provides small business managers with expert advice and guidance to support team members experiencing ill health.

The Adviceline can help with:

- *supporting an employee back to work after long-term sickness*
- *supporting an employee if they are at work with health issues*
- *developing a working culture where illness is less likely to occur*
- *managing your business when an employee takes time off through ill health*

To find out more visit www.health4work.nhs.uk or call 0800 0 778844.



British Heart Foundation Health at Work Programme

Health at Work is a free programme from the British Heart Foundation that gives health champions in any organisation the tools and information to promote better health and wellbeing in their workplace. To view the available resources visit: www.bhf.org.uk/healthatwork

View the range of mental wellbeing resources here:
http://www.bhf.org.uk/HEALTHATWORK/wellbeing_at_work/resources1.aspx

Materials for Employers

The following materials can be provided to employers in the Rotherham area to assist in promoting staff wellbeing.

- *Mental Wellbeing in the Workplace Toolkit: This resource gathers evidence based information regarding mental wellbeing at work into one place.*
- *Mental Health Foundation "How to look after your mental wellbeing" booklets.*
- *Dr Chris Williams "Living Life to the Full" little books. These books are based on the principles of cognitive behavioural therapy and have been designed to communicate key points that can help people who are experiencing issues such as low mood, excessive worry, anger and low self esteem.*

- *Employee Wellbeing Directories: a guide to local services that can help staff with issues that are affecting their wellbeing such as debt, mental health problems and physical health problems.*

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: mindyourownbusiness@rotherham.nhs.uk

Free training dates

Mental Health First Aid training: Two days

28th & 29th June, Oak House
21st & 22nd July, Oak House
17th & 18th August, Oak House

Managing Mental Health training for line managers: One day

26th May, Oak House
22nd June, Oak House

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

Mind Your Own Business can also provide in house training for your employees. This might be one of our established courses or something that is developed bespoke to your needs. To find out more please get in touch.



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