



Training which promotes an effective response to staff experiencing mental distress

Helen Lockett
Associate Director
Employment Programme

Presentation

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- ❑ Context and the role of the workplace
- ❑ *beyondblue's* National Workplace Programme
- ❑ The *beyondblue* - Sainsbury Centre UK Pilot
- ❑ Developing a National Workplace Programme in the UK

Context

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- ❑ At any one time 1 worker in 6 will be experiencing depression, anxiety or problems related to stress
- ❑ Only a third of these workers seek treatment
- ❑ Employers generally underestimate the issues
- ❑ People with mental health problems are more than double the risk of falling out of the labour market
- ❑ The role of the workplace is crucial in terms of early identification, signposting and on-going support

The role of the workplace

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- ❑ The workplace has an important role both in the promotion of good mental health, the prevention of mental ill health and in supporting effective interventions which enable staff to remain in work
- ❑ Encourage people to access treatment at an early stage while continuing to support people appropriately in the workplace
- ❑ Building people's conversational skills and their confidence to maintain positive relationships in the workplace.

Black Review

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Line managers should be supported to understand that the health and wellbeing of employees is their responsibility, and should be willing to take action when health and wellbeing are at risk"

Dame Carol Black
Working for a Healthier Tomorrow
(2008),p59

Boorman Review

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"All staff need information on mental health conditions, how to identify early signs and symptoms and most importantly training to enable them to have the confidence to approach someone who is showing signs of distress and signpost them to appropriate help"

Dr Steve Boorman
NHS Health and Wellbeing (July, 2009), p85.



Finding an effective programme

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- ❑ *beyondblue* – the National Depression Initiative of Australia
- ❑ Specifically designed National Workplace Programme - to build knowledge, skills and confidence
- ❑ Nottingham University carried out an independent analysis of data gathered from their management training course which showed the impact of the programme
- ❑ Furthermore, it has the potential to be delivered on a large scale in the UK

The UK Pilot (2008)

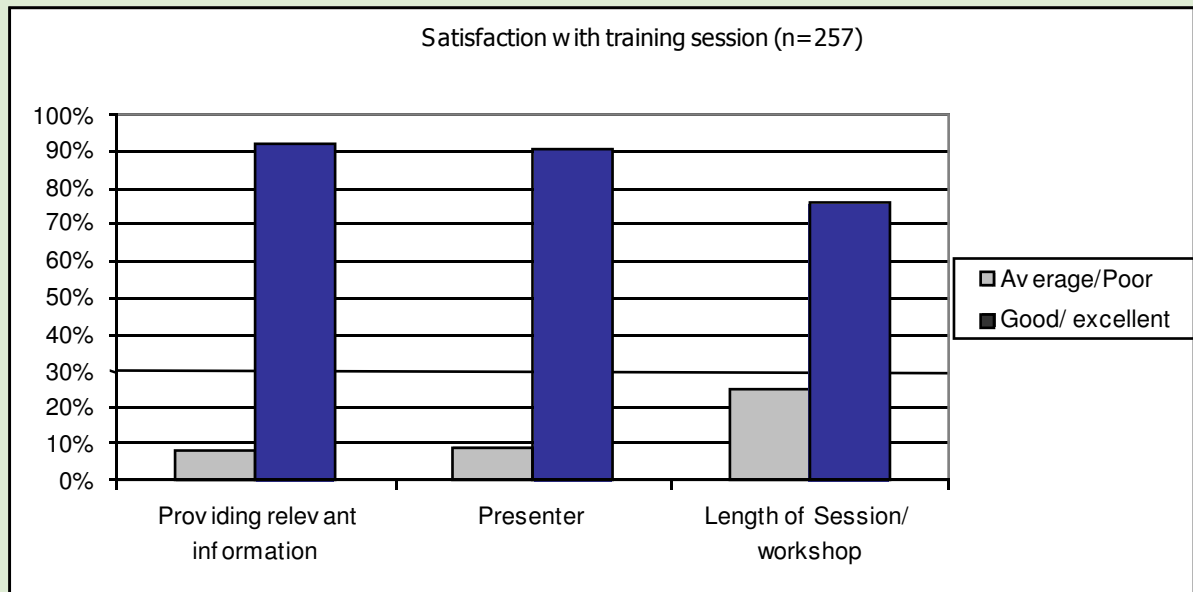
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- ❑ Employer partners include: the Department of Health, Kent County Council, Royal Mail Group, the submarines business of Rolls-Royce, the Royal College of Nursing, BBC Learning and Tate & Lyle Sugars
- ❑ Piloted *beyondblue's* 'management response' 3 hour training
- ❑ In 6 weeks reached just over 250 managers/staff
- ❑ Delivered through a small team of UK based trainers who have been trained in the programme by *beyondblue* and Sainsbury Centre
- ❑ Findings show that the programme is as effective here and is applicable to the UK

High levels of satisfaction with the training

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"It was a good session. It was possible to gain an awareness of the conditions in a short time and it was useful to have time to interact with others as well".

Specific feedback

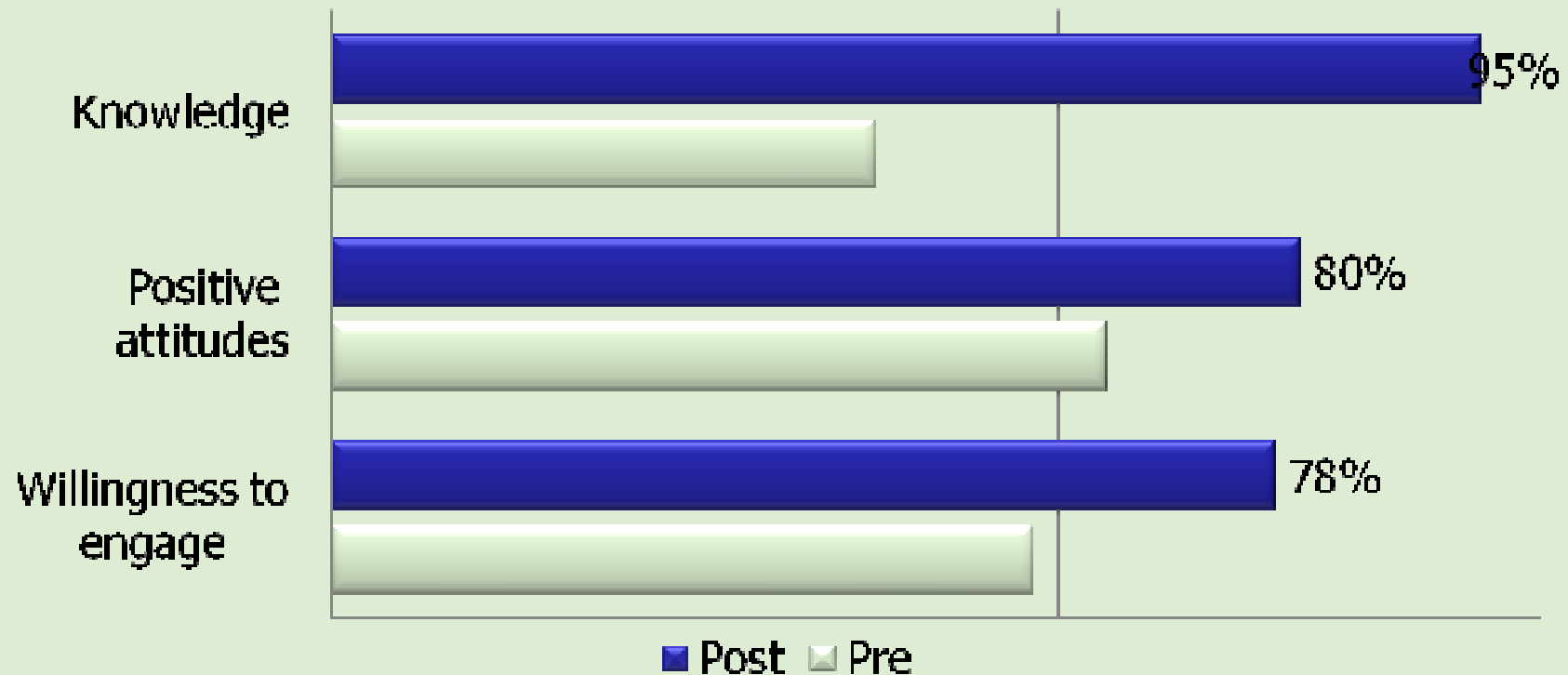
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- ❑ 97% of managers would recommend the training to others
- ❑ Organisation contacts reported that they thought the training was particularly effective at:
 - Raising awareness
 - Reducing stigma
 - Really good for their managers to be able to talk about their own situations and experiences
- ❑ The training complemented the initiatives they already had in place
- ❑ The training would definitely inform further work in this area

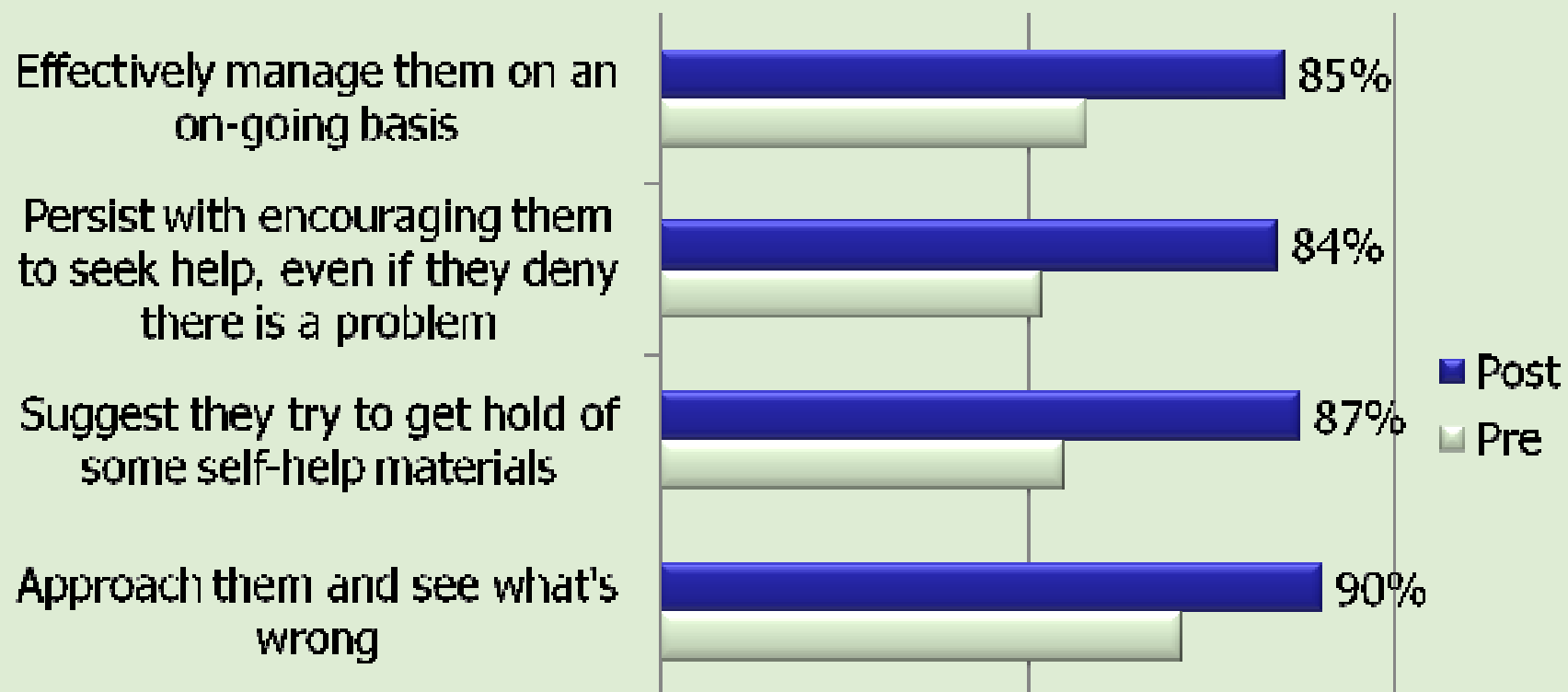
Impact of training

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Significant changes in confidence

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Next steps

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- ❑ Sainsbury Centre is currently negotiating a three year licensing agreement with *beyondblue*
- ❑ We propose to establish a not-for-profit subsidiary company to deliver and grow a UK programme
- ❑ This would offer a range of training products for organisations across all sectors based on the *beyondblue* National Workplace Programme

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Thank you

Helen Lockett
helen.lockett@scmh.org.uk
www.scmh.org.uk