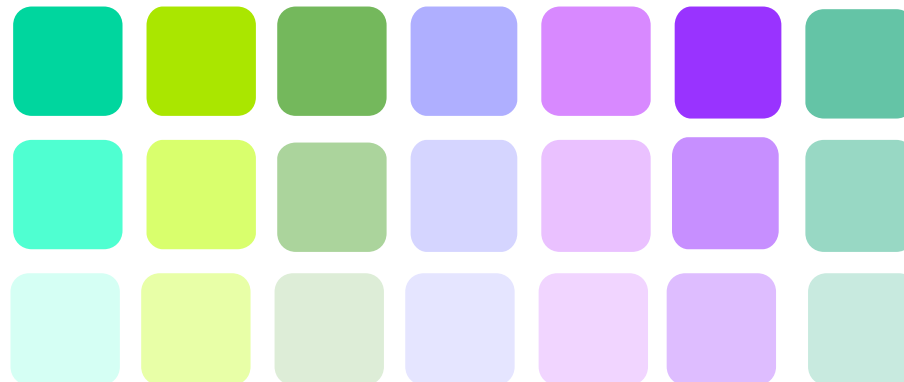


Scottish Development Centre for Mental Health & Scottish Trade Union Congress (STUC)

An Employer/Employee perspective on mental health & wellbeing in the workplace

Sarah Shimmen (SDC) and Terry Anderson (STUC)

13th October



The surveys

- Exemplar Employer
- PH Workplace Toolkit for Productive and Healthy Workplaces
- Trade Union Reps Questionnaire: Promoting Positive Mental Health in the Workplace

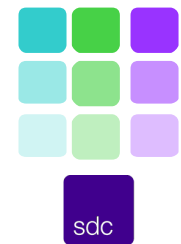


What do we mean by mental health and wellbeing?

A state of wellbeing in which an individual realises his/her potential can cope with the normal stresses of life, can work productively and fruitfully and able to make a contribution to his/her community.

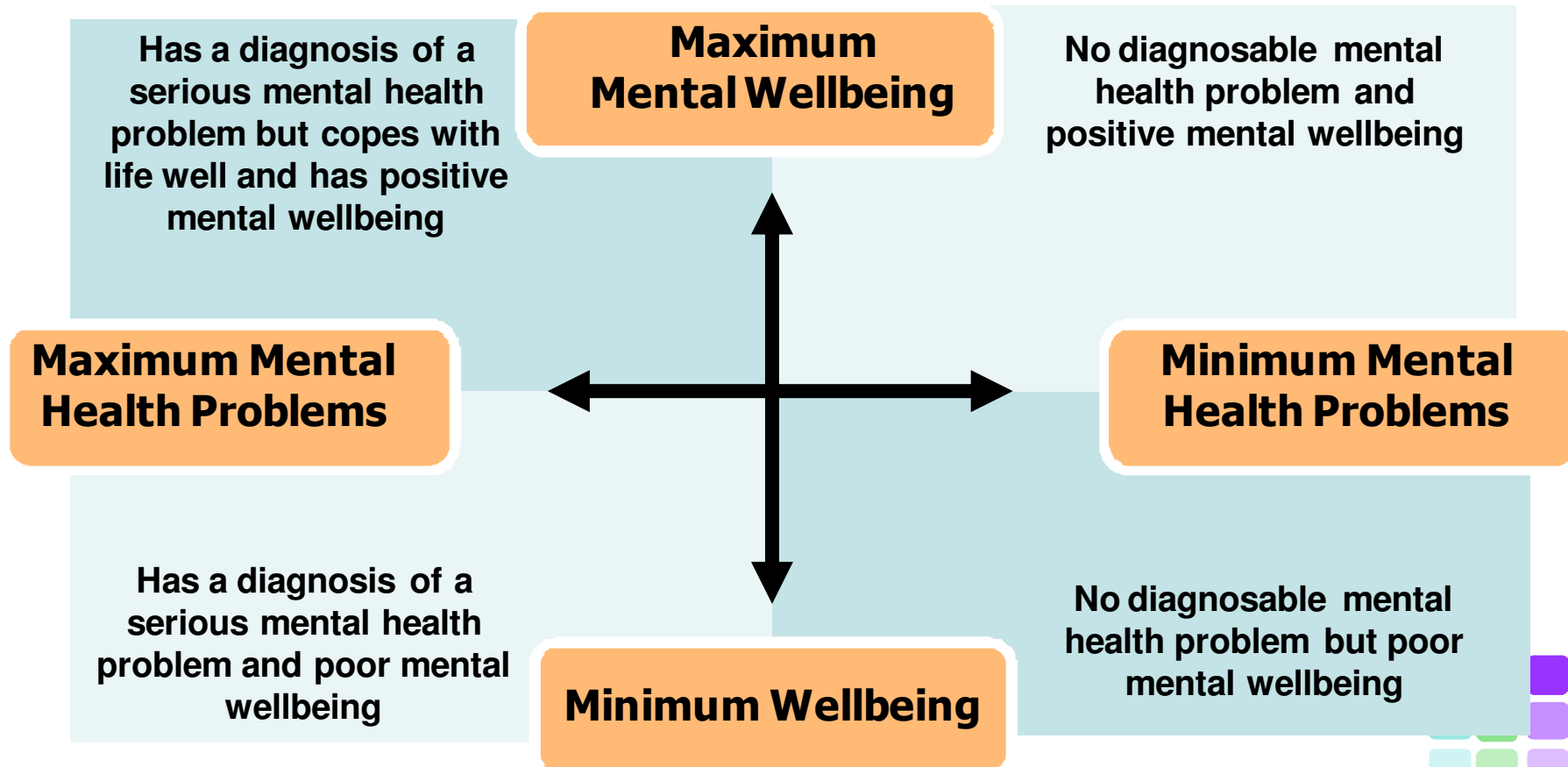
(WHO, 2004)

stuc



scottishdevelopmentcentre
for mental health

The Mental Health Continuum

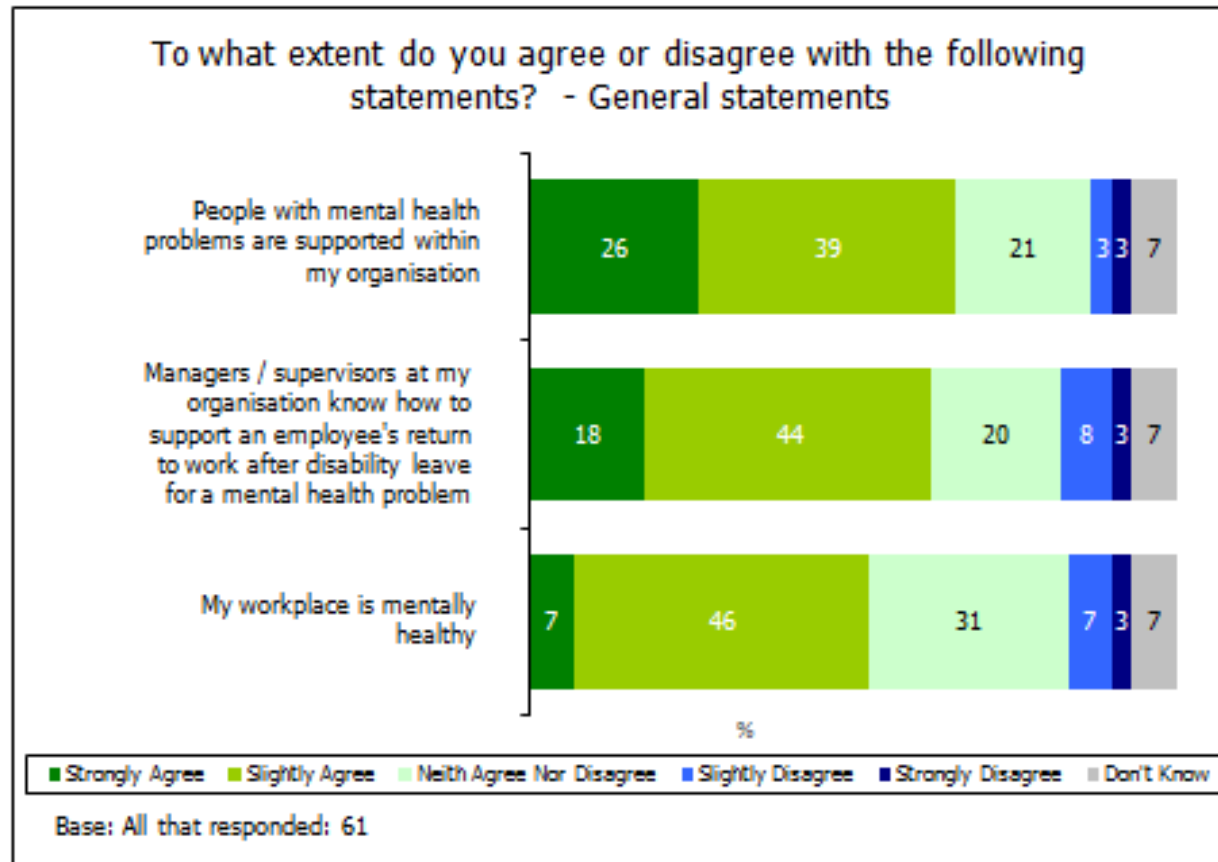


Exemplar Employer

Commissioned by the Scottish Government Mental Health Division to gather baseline information and engage with employers around:

- Supporting unemployed people with mental health problems into work
- Supporting people with mental health problems in work
- Developing mentally healthy workplaces

A growing agenda



Focus Group Findings

- Provision of a phased return to work
- Highlight to managers financial benefits of investing in employees MH&WB
- An employer who offers a range of benefits and is mental health friendly, more attractive
- Continued provision of awareness raising training
- **PH Workplace Toolkit for Productive and Healthy Workplaces**

Exemplar Employer Survey Recommendations

Overcoming Stigma
Employability
Information sharing
Awareness Raising
Peer Support

Trade Union Reps Questionnaire: Promoting Positive Mental Health in the Workplace

Terry Anderson

(STUC Union and Community Development Officer) – Scottish Trade Union Congress



Key themes emerging from all three survey

- Promoting an open workplace culture
- Individually people have a good understanding of their own mental health
- Good peer support
- A need for continued awareness raising
- Appropriate training for managers
- The mental health agenda needs to be driven at Board and Governmental level

A mentally healthy workplace

- Employees feel valued & supported
- Reasonable adjustments ie. Flexible hours
- Control over work
- Health promotion activities
- Developed understanding of mental health & wellbeing
- Provision of access to resources
- Create and implement a Mental Health & Wellbeing policy
- Promotion of an open culture