

MDF THE BIPOLAR ORGANISATION[©]

Fiona Cooper National
Development Manager

&

Simon Ward
Employment Co-ordinator



Our Aims Today

- To help you understand what Bipolar Disorder is
- To help you understand the mood scale
- Basic understanding of legislation
- Ideas for supporting people in the workplace



What is Bipolar Disorder

- Serious mental health condition
- One in a hundred people have bipolar
- Extreme mood swings
- Caused by an imbalance in the way the brain cells communicate.
- Manic Depression



What is Bipolar Disorder

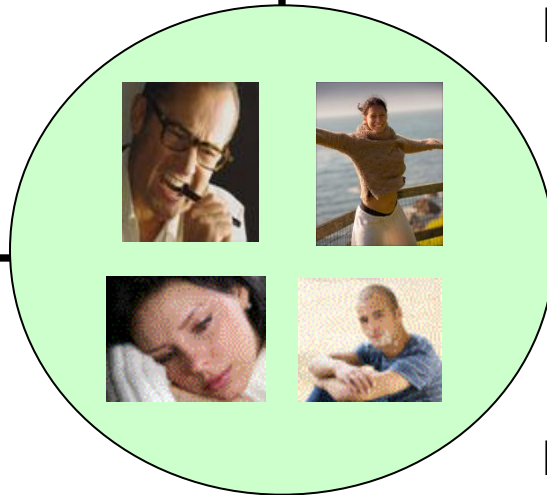
- Occurs in phases
- People can remain well for long periods of time
- Everyone is different
- Can affect anyone
- Mixed state

High Energy



Feel anxious

Feel good with lots of energy



Positive mood

Negative mood



Feel low

Feel content and relaxed

Non Bipolar Person



Low Energy

Paranoia



High Energy

Mania



hypomania



anxiety



Negative mood

Positive mood



Depression

Bipolar Person

Calm

Low Energy

Paranoia

High Energy

Mania

Euphoria

hypomania

anxiety

Negative mood

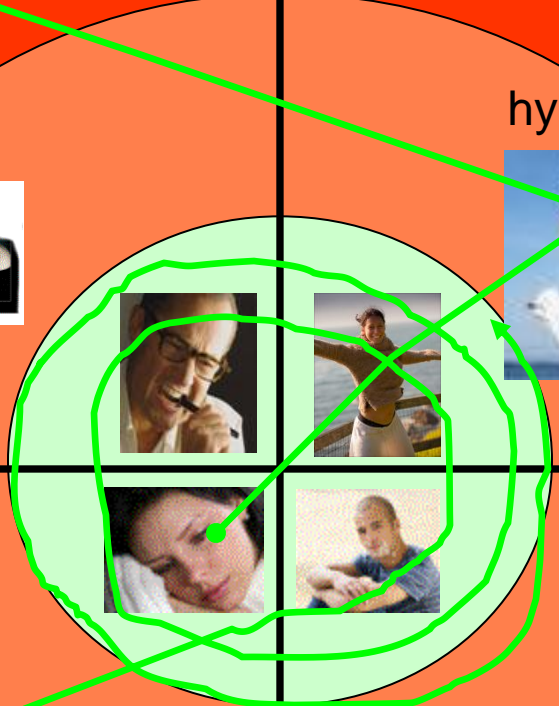
Positive mood

Depression

Calm

Low Energy

Nicola's journey



MOOD SCALE

Mania	10	Total loss of judgement, exorbitant spending, religious delusions and hallucinations.
	9	Lost touch with reality, incoherent, no sleep, paranoid and vindictive, reckless behaviour.
Hypomania	8	Inflated self-esteem, rapid thoughts and speech, counter-productive simultaneous tasks.
	7	Very productive, everything to excess (phone calls, writing, smoking, tea), charming and talkative.
Normal Mood	6	Self-esteem good, optimistic, sociable and articulate, good decisions and get work done.
	5	Mood in Balance, no symptoms of depression or mania. Life is going well and the outlook is good.
	4	Slight withdrawal from social situations, concentration less than usual, slight agitation.
Mild to Moderate Depression	3	Feelings of panic and anxiety, concentration difficult and memory poor, some comfort in routine.
	2	Slow thinking, no appetite, need to be alone, sleep excessive or difficult, everything a struggle.
Severe Depression	1	Feelings of hopelessness and guilt, thoughts of suicide, little movement, impossible to do anything.
	0	Endless suicidal thoughts, no way out, no movement, everything is bleak and it will always be like this.

MDF the Bipolar Organisation, Centre 22, 20 Mill Street, Newport South Wales, NP20 5HA



When do Bipolar episodes occur?

Death of a partner

Divorce

Imprisonment

Separation

Personal injury or illness

Retirement

Marriage

Birth of a child

Moving house

Outstanding personal achievement

Change in job

Going on holiday

Christmas

Pregnancy

Minor violation of the law

Dismissal from work

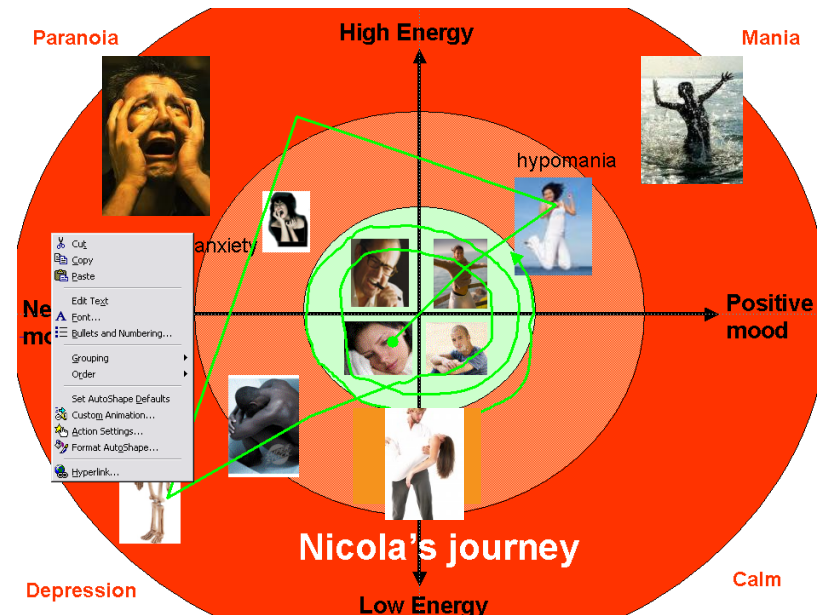
Financial difficulties

Change in leisure activities



But

- People can remain well for long periods of time



Bipolar and Employment

Launched in August 2008, more than 500 individuals have directly accessed and benefitted from the MDF Employment service.

A large number of these calls included employers seeking advice on supporting Bipolar in the work place.



Employers Concerns

- What is Bipolar?
- What are we **required** to do?
- How can we further support this individual?
- How can we best implement Reasonable Adjustments?
- What support is available to us?



Employee Concerns

- Should I disclose to my employer?
- How can I explain my absence and will I be disciplined for taking time off?
- What rights do I have?
- What are Reasonable Adjustments?
- How can I encourage my employer to take a positive approach to my condition?



Protecting Rights

The Disability Discrimination Act 1995 / 2005,

The Health and Safety at Work Act 1976,

The Equality Act 2010 (soon to be in place),

*The UN Convention on The Rights of
Persons with Disabilities.*



Useful Links

www.mdf.org.uk

www.un.org/disabilities/

www.dls.org.uk/

<http://www.hse.gov.uk/stress/standards/>

www.actionforadvocacy.org.uk/



Contact Details:

- Email: sward@mdf.org.uk
- Website: www.mdf.org.uk
- Telephone Number: 01270 230260
- Postal Address: The Midlands and North
of England Office
2 Macon Court
Herald Drive
Crewe, Cheshire

