



# Common mental health problems at work: Progress review

NEHIN

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# Caveat Emptor

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## □ Strengths of reviews

- Systematic attempt to collate published evidence
- Rigorous processes
- More than individual studies

## □ Weaknesses of reviews

- Secondary data
- Imprecise answers to research questions
- Paucity of relevant data

# Common mental health problems

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- **Very high prevalence:**
  - In general population
  - In working age population
- **Higher prevalence in:**
  - Women
  - People aged 45-54
- Apparent increasing trend since mid-1990s

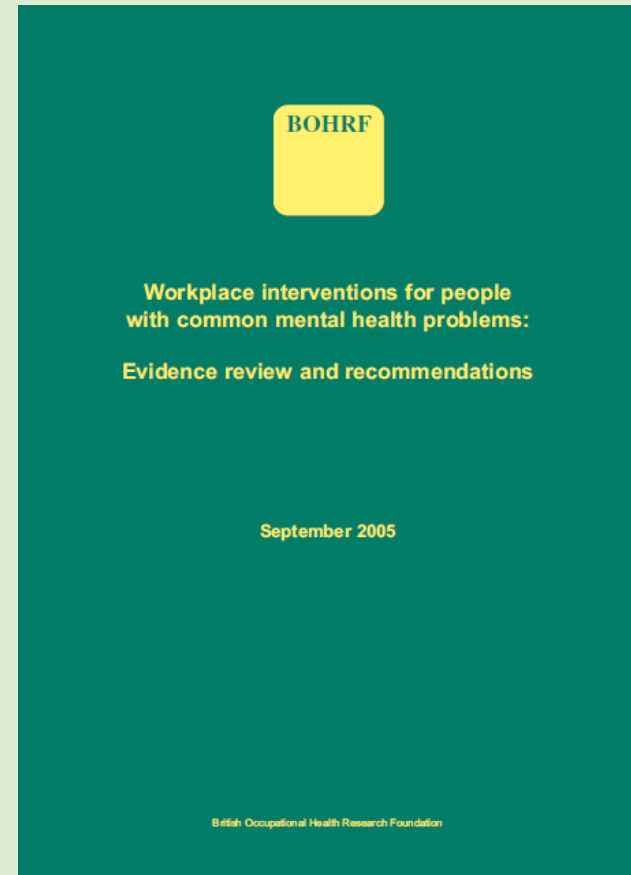
# 2005 Evidence Review

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## □ Themes:-

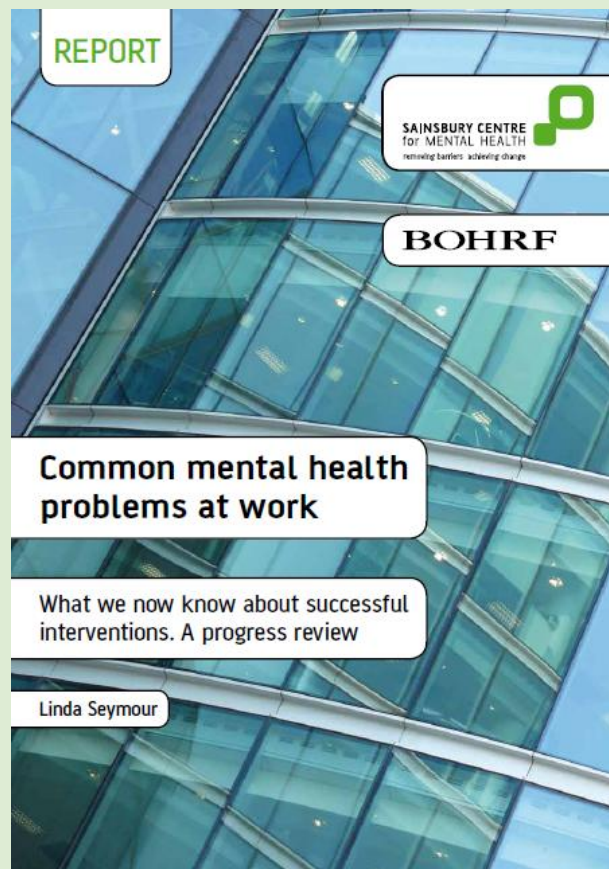
- Prevention
- Rehabilitation
- Retention



# 2008 evidence review update

- Similar themes to 2005
- Shorter timeframe
- Smaller data set
- More dynamic policy context
- Noteworthy developments

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## □ **Apply lateral thinking to delivery settings**

- Workplace has important role to play
- Not the only or principal setting for delivery
- Current RCT of cCBT has workplace delivery
- Key issue is partnership between key players

# 2008 evidence review update

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## □ **Separate the person from the mental health condition**

- People do not have to be symptom-free to remain in or return to work
- Several interventions focus on how to get back to work rather than get 'better'
- Important to differentiate clinical from occupational goals
- Latter not determined by former

# 2008 evidence review update

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## □ Maximise the skills and strengths of different practitioners

- Different practitioners have valuable roles to play
- These roles are complementary, not exclusive
- OH skilled in mental health awareness is critical
- Primary care skilled in employment

# 2008 evidence review update

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## □ Independent case management (ICM)

- Third party specialists important to achieve positive occupational outcomes
- Labour experts or Employment advisers
- ICM more effective than talking therapies alone

# 2008 evidence review update

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## □ Line manager's role

- Key liaison role between employees and employers
- Skills acquisition required to fulfill this role
- *Impact on depression* responds to that gap([www.scmh.org.uk/employment/impact\\_on\\_depression/index.aspx](http://www.scmh.org.uk/employment/impact_on_depression/index.aspx))

# 2008 evidence review update

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## □ UK evidence base still under-developed

- Evidence in this review not from UK
- Transferability of findings cannot be assumed
- Particular omission is role of OH

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**Thank you**

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