



Mental Health Training for Managers: The Sainsbury Centre Workplace Programme

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Presentation

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- ❑ The support for workplace training on mental health problems
- ❑ *beyondblue's* National Workplace Programme
- ❑ The *beyondblue* - Sainsbury Centre UK Pilot
- ❑ Developing a UK Workplace Mental Health Programme

The issues for line managers

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- ❑ Line managers want to be able to support staff but often lack the means or authority
- ❑ Line managers requested more appropriate training and support
- ❑ 76% of line managers said they have managed at least one person who they knew had a mental health problem
- ❑ Of those managers who had been on '*mental health awareness training*' they still didn't feel they had the skills or confidence to manage someone

(Employers Forum on Disability 2008)

Government's mental health and employment strategy

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“We will work with partners to encourage employers to commit to training for managers to support mental health and well-being at work, and give managers the skills to hold supportive conversations.”

National Strategy for Mental Health and Employment, December 2009

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 us the impact of the programme in Australia
- ❑ Furthermore, it has the potential to be delivered on a large scale in the UK

The *beyondblue* workplace programme

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It has the potential to be delivered on a large scale:

- ❑ *beyondblue* has an established programme and set of quality assurance systems
- ❑ It is already operating across a range of employment sectors
- ❑ The criteria for selecting trainers are applicable to the UK

'A Management Response' course content (3 hours)

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- Build awareness of depression and anxiety
- Understand how common these are
- Recognise signs and symptoms in the workplace
- Build skills of managers to identify and respond appropriately to depression at work through discussion, and DVD case study material to explore helpful and unhelpful behaviour
- Time for discussion and thinking through effective strategies in your workplace

The UK Pilot (2008)

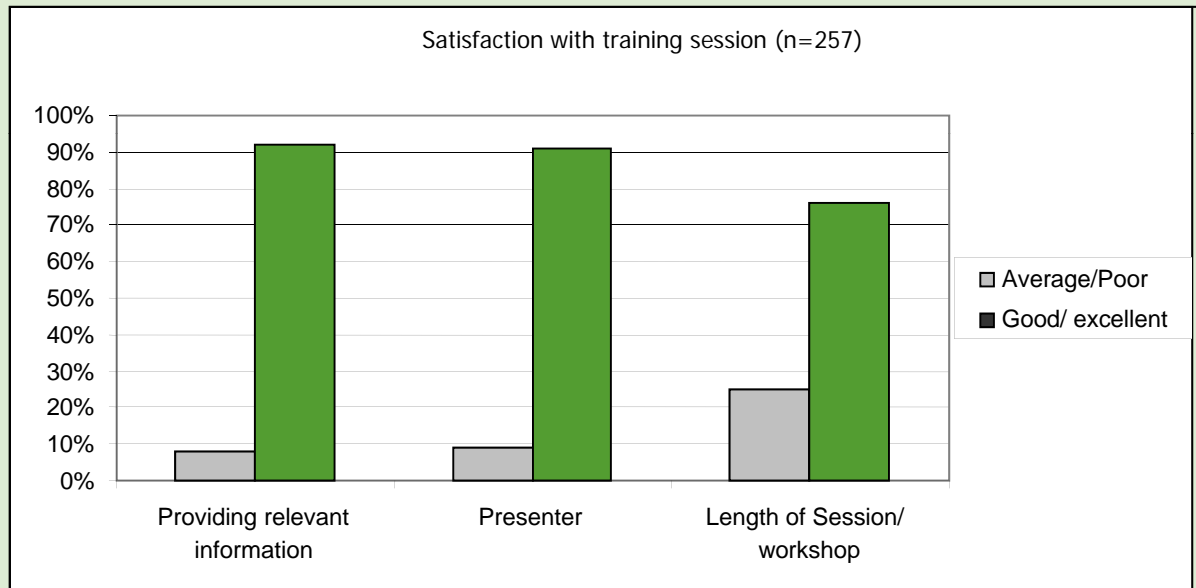
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- ❑ Employer partners include: the Department of Health, Kent County Council, Royal Mail Group, the submarines business of Rolls-Royce, the Royal College of Nursing, BBC Learning and Tate & Lyle Sugars
- ❑ Piloted *beyondblue's* 'management response' 3 hour training
- ❑ In 6 weeks reached just over 250 managers
- ❑ Delivered through a small team of UK based trainers who were 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

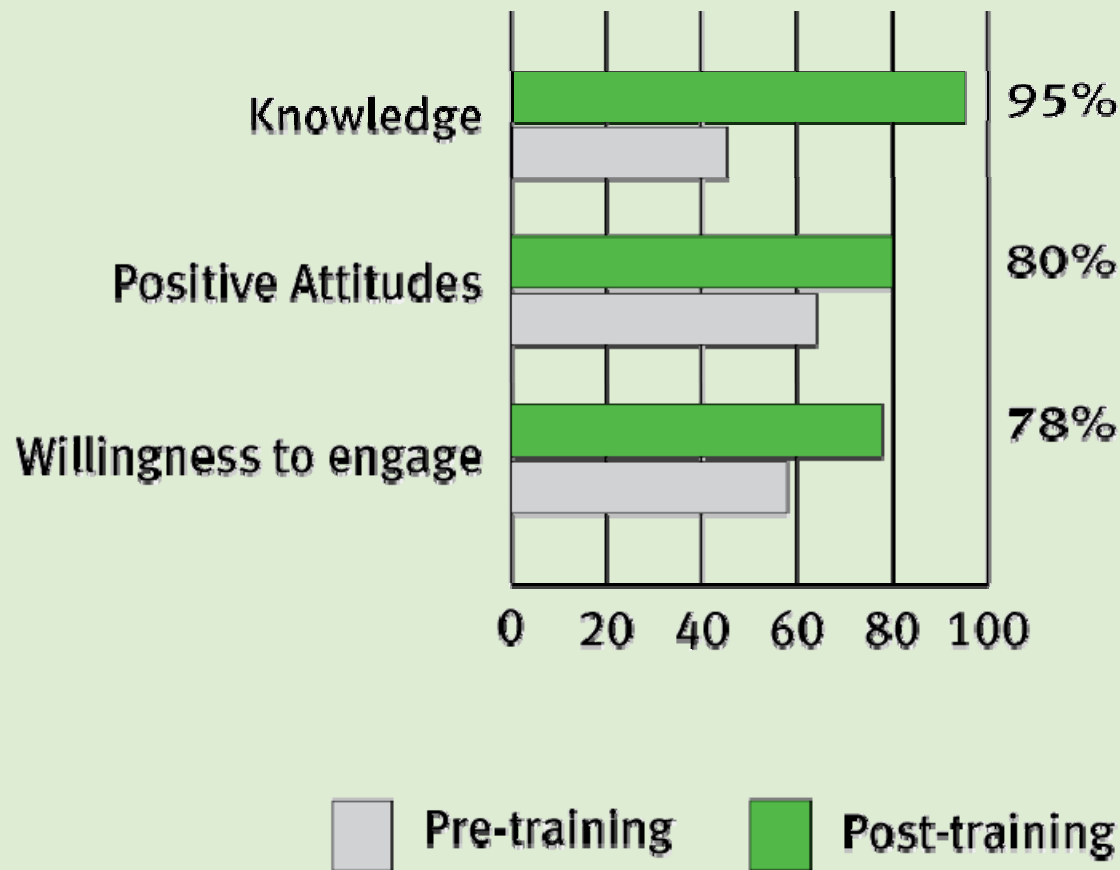
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- 97% of managers would recommend the training to others
- Organisation contacts reported that they thought the training was particularly effective at:
 - Raising awareness
 - Reducing stigma
 - Really good for their managers to be able to talk about 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

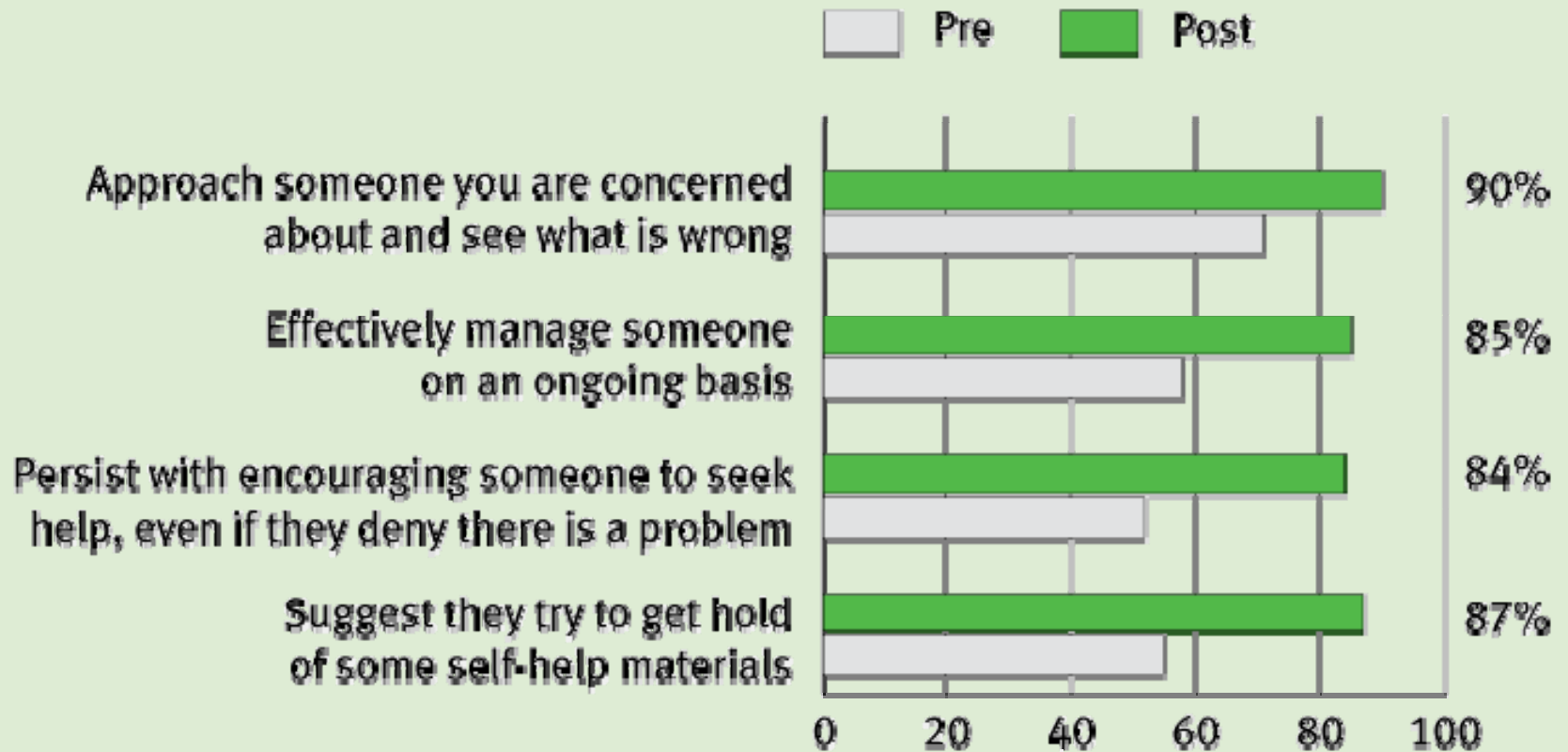
Impact of training

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Significant changes in confidence

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North West Pilot included :

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- ❑ NHS – Hospital Trusts, PCT's and MH Trusts
- ❑ Local Authorities
- ❑ Third Sector organisations

Next steps

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- ❑ We continue to deliver the management response 3-hour training
- ❑ Sainsbury Centre is currently negotiating a three year licensing agreement with *beyondblue*
- ❑ We will be launching the **UK based** workplace programme
- ❑ This will offer a range of training products for organisations across all sectors based on the *beyondblue* National Workplace Programme



Impact on Depression

(The Workplace Mental Health Programme)

For more information contact:

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