



Healthy Minds at Work
BREAKING DOWN BARRIERS

Meddwl iach yn y Gwaith
CHWALU'R RHWYSTRAU

Healthy Minds at Work: Lessons from the research

Goal of HMAW



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- To help people with stress, anxiety and depression stay in work
- Early intervention & prevention
- Employers and employees



About HMAW



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- Partnership of public, private & voluntary sector organisations in Wales
- Part funded through the European Social Fund EQUAL Programme
- Lifespan 2005 – 2007
- Beneficiary focussed
- Test out concepts, models & interventions

Example interventions



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- Case management training
- Job retention services
- 24/7 phone helpline
- Depression busting course
- Employer stress / wellbeing audits
- Better Advice Better Health service (CAB)

Why Research?



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- Provide context for the Programme
- Learn from what's been done before
- Identify knowledge/practice gaps
- Determine effectiveness of products/services
- Increase understanding and thereby improve practice

About the Research



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Two key parts:

1. Overall project research (Cardiff University)
2. Partner research projects

Partner research projects



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- Mapping effective responses to job retention
- Impact of farm inspections on mental well-being of farmers
- Mental well-being of refugees and BME communities in work
- Bi-polar disorder – and retaining employment
- Effectiveness of support services as early interventions for teachers in Wales
- Developing a baseline measure for the role of group-based activity on recovery from mild-moderate depression
- “Expert by Experience” research project into effective return to work processes in the public sector



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Discussion

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- What are the implications of the research for:
 - future projects?
 - policy?
 - practice?
 - future research?

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- How can Health and Employment Agencies work together to encourage job retention?
- What obstacles stand in the way of joint activity between public, private and voluntary sector organisations and effective support for job retention in cases of ill health? How could they be overcome?
- Are employers the problem or the solution? What can employment agencies do better to support employers with ill or disabled workers?
- Can we make ourselves redundant? What can ESF do to introduce permanent change in the employment of people with illness or with disability?