Welcome!

INWORK webinar: Workplace mental health support for the Midlands

Today's Speakers:
Professor Caroline Meyer (WMG, University of Warwick)
Errin Riley (Mind, the Mental Health Charity)
Dr Talar Moukhtarian (WMG, University of Warwick)
Theme 1: Strategic Assessment and Evaluation

Oct 2017: Stevenson/Farmer review delivers recommended core standards for employers

Early 2019: Midlands Engine awards £6.8m to consortium led by Coventry University

Theme 2: Intervention Delivery

2017: Deloitte research indicates annual cost of mental ill health in UK – £33bn - £42bn

July 2019: Mental Health & Productivity Pilot commences

Theme 3: Final Reporting and Sustainable Delivery

June 2020

June 2022

Covid-19 Pandemic: MHPP programme focused on support for employers and employees

Jan 2017: Theresa May commissions mental health workplace review

Oct 2017: Thersa May commissions mental health workplace review

June 2020

Autumn 2021

July 2019: Mental Health & Productivity Pilot commences

June 2022

Mental Health & Productivity Pilot

www.mhpp.me
Our Partners

LED BY
- Coventry University
- University of Birmingham
- University of Derby
- Public Health England

IN PARTNERSHIP
- The University of Warwick
- Loughborough University
- The University of Nottingham

FUNDED BY
- Mind
- Midland Engine
- NHS
- University of Lincoln
- MHPP
Our Aims

01  To demonstrate the link between mental health and productivity in the workplace, and improve Midlands employers’ understanding of the relationship between them.

02  To pilot approaches for supporting the mental health of employees which reduce the impact on workplace productivity and barriers to employability. These will be evidence-based, locally relevant, tested and sustainable, including:

   a. Existing workplace programmes, such as Thrive at Work, Every Mind Matters and This is Me
   b. New pilot interventions with employers and employees:

   INWORK
   - Early Detection of problems through screening for depression, anxiety and insomnia, followed by sleep therapy & emotion regulation

   PROWORK
   - Mental Health Employment Liaison Workers set tailored goals and problem solve with employees and their line managers
   - Return to Work manager and employee toolkits and line manager training, evidence-based and adapted for the COVID-19 context
Pre-pandemic landscape...

- Lingering stigma & barriers in the workplace
- 1 in 6 workers experience a mental health problem
- £44 - £47 billion cost to UK employers
- Nearly 2/3 of Midlands firms wanted to provide more support to staff

300k people leaving work every year with a mental health condition
Pandemic effects on UK mental health

New triggers

Increase in severity and incidence of mental health issues

Problems with access to services

Disproportionate effects on different groups
So what are we now seeing in the workplace?

- More employees reporting that work is worsening their mental health
- Less disclosure & warning signs
- Increased need for high quality, tailored support
- More employers prioritising mental health
Work-related Stress, depression or anxiety per 100,000 workers: new and long-standing

The rate of self-reported work-related stress, depression or anxiety has increased in recent years.

Shaded area represents a 95% confidence interval

Source: LFS annual estimate, from 2001/02 to 2019/20

Contact me: e.riley@mind.org.uk
1. SLEEP: Supporting employees with insomnia and emotion regulation problems

2. REST: Reducing stress in the workplace – A pilot study

3. MENTOR: Supporting employers and employees receiving treatment for mental health problems to remain engaged and productive at work
SLEEP: Supporting employees with insomnia and emotion regulation problems

What we’ll do

• Create online content tailored for workplace relevance including:
  - CBTi (cognitive behavioural therapy for insomnia): Sleep science education, stimulus control therapy, sleep restriction therapy
  - ER (Emotion Regulation): Non-judgmental awareness, acceptance and tolerance, analysis and modification, physical activity targeting depression and anxiety
• The intervention includes regular interaction with a trained therapist and sleep tracking exercise

Pilot Aim

• Test the feasibility of a low intensity digital intervention to help support mental health in the workplace and improve productivity

Benefits

• Early or first detection of mental health problems: Keeping people in-work
REST: Reducing stress in the workplace – A pilot study

What we’ll do
• Create online content tailored for workplace relevance including:
  - ER (Emotion Regulation): Non-judgmental awareness, acceptance and tolerance, effective self-support, analysis and modification, physical activity targeting depression and anxiety
• The intervention is completely self-guided

Pilot Aim
• Test the feasibility of a low intensity digital intervention to help support mental health in the workplace and improve productivity

Benefits
• Early or first detection of mental health problems: Keeping people in-work

Start: Spring 2021
Cohort 1 Intervention
2 months
Cohort 2 Intervention
2 months
Finish – follow up after 4 months

www.mhpp.me
MENTOR: Supporting employers and employees receiving treatment for mental health problems to remain engaged and productive at work

What we’ll do

- Hire a role that sits at the intersection of employee, employer and healthcare worker to problem-solve and support all 3 stakeholders.
- Provide individually tailored advice and support on what good workplace wellbeing practices look like and work towards individual engagement and mental health literacy.

Pilot Aim

- Evaluate the effectiveness of a Mental Health Employment Liaison Worker (MHELW) in supporting the mental health and productivity of employees with mental health problems who are working.

Benefits

- For organisations to receive dedicated and optimised support and advice to keep workers with mental health problems at work and productive
### November 2020 - February 2021

**Employer**
- Register interest
- Advertise trials to employees (e.g. flyers, newsletter)
- Facilitate voluntary and anonymous sign up

**Employee**
- Employee sign up and completion of pre-trial screener for eligibility

### Spring 2021

**Provide allowing environment to employees** - at least 1-hour/week during normal working hours and providing resources (quiet room, computer)

**Eligible employees enrolled in studies**
- Commitment and engagement with intervention tasks

### Autumn 2021

**End of study**
- Employers provided with report on study outcomes
- Dissemination of study performance
Sign up to take part at: https://warwickwmg.eu.qualtrics.com/jfe/form/SV_2nMeolU6UTstrU1
(slides will be shared, and link is also at the end of the employer FAQs)

*Registration deadline 30th November*

- No cost to employers or employees
- Educational and potential wellbeing and productivity benefits to those taking part
- Contribute to our understanding of this critical area

Any questions?
wmg-mhpp@warwick.ac.uk