



**SUPPORTING  
WORKPLACE  
MENTAL  
HEALTH**

LED BY



IN PARTNERSHIP



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Welcome!

INWORK webinar: Workplace  
mental health support for the  
Midlands

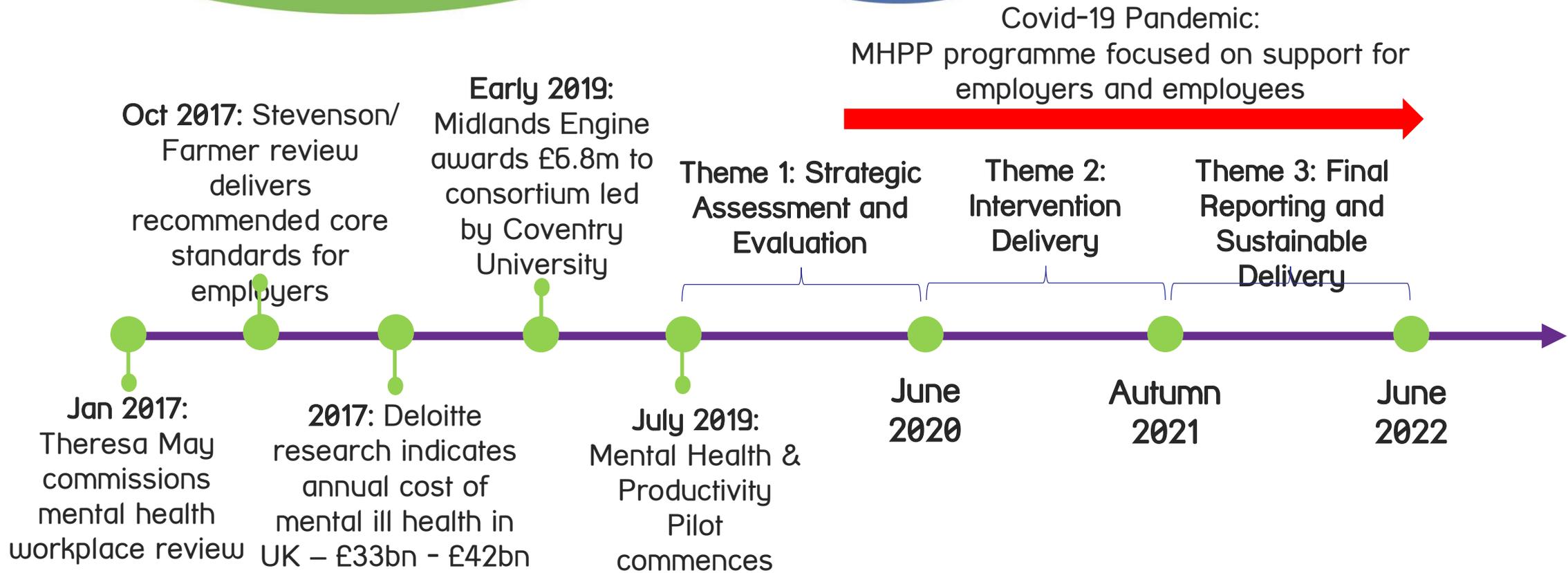
Today's Speakers:

Professor Caroline Meyer (WMG, University of  
Warwick)

Errin Riley (Mind, the Mental Health Charity)

Dr Talar Moukhtarian (WMG, University of Warwick)

# Background



# Our Partners



## LED BY



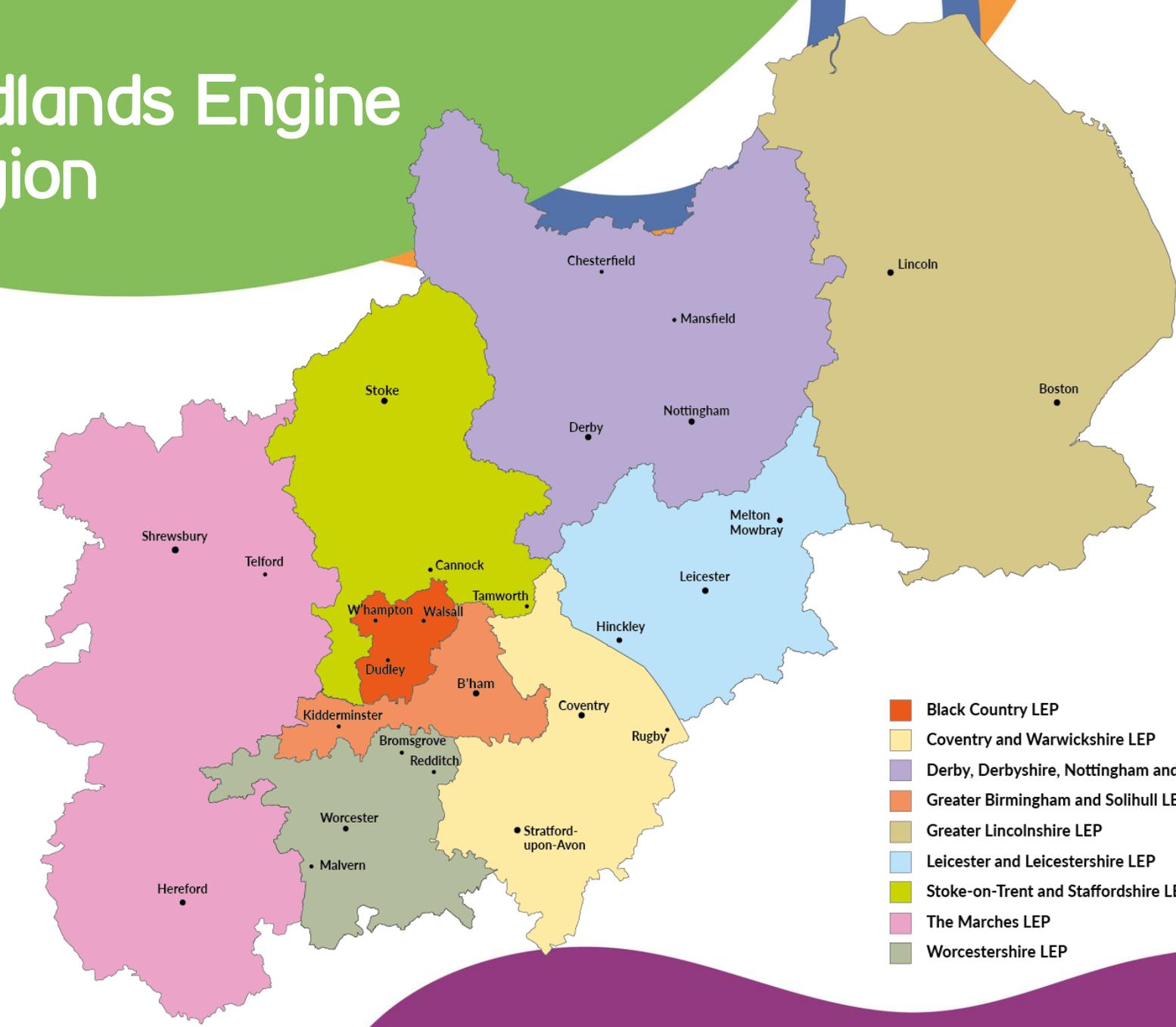
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# Midlands Engine region

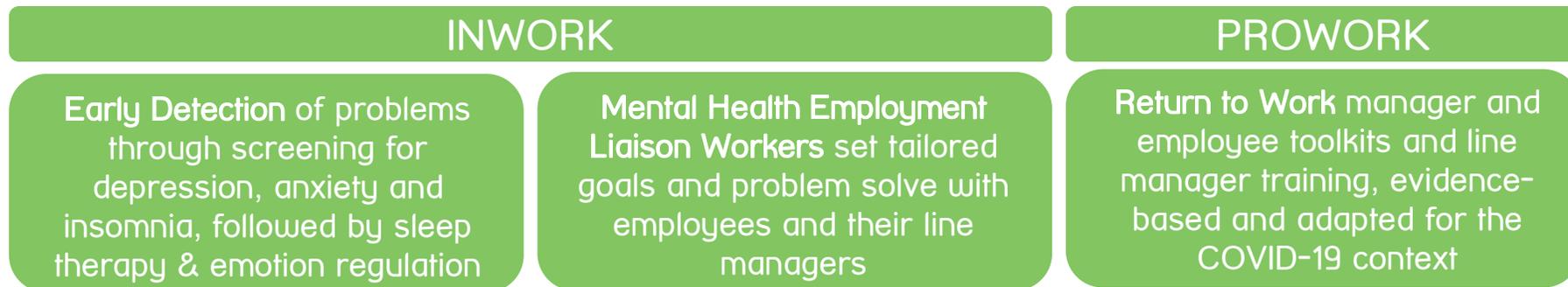


- Black Country LEP
- Coventry and Warwickshire LEP
- Derby, Derbyshire, Nottingham and Nottinghamshire LEP
- Greater Birmingham and Solihull LEP
- Greater Lincolnshire LEP
- Leicester and Leicestershire LEP
- Stoke-on-Trent and Staffordshire LEP
- The Marches LEP
- Worcestershire LEP

# 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:



# 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

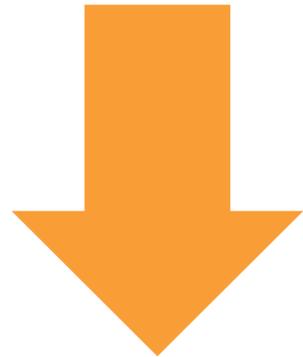
Problems with access to services

Disproportionate effects on different groups

# So what are we now seeing in the workplace?



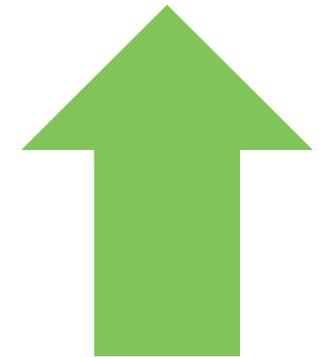
More employees reporting that work is worsening their mental health



Less disclosure & warning signs

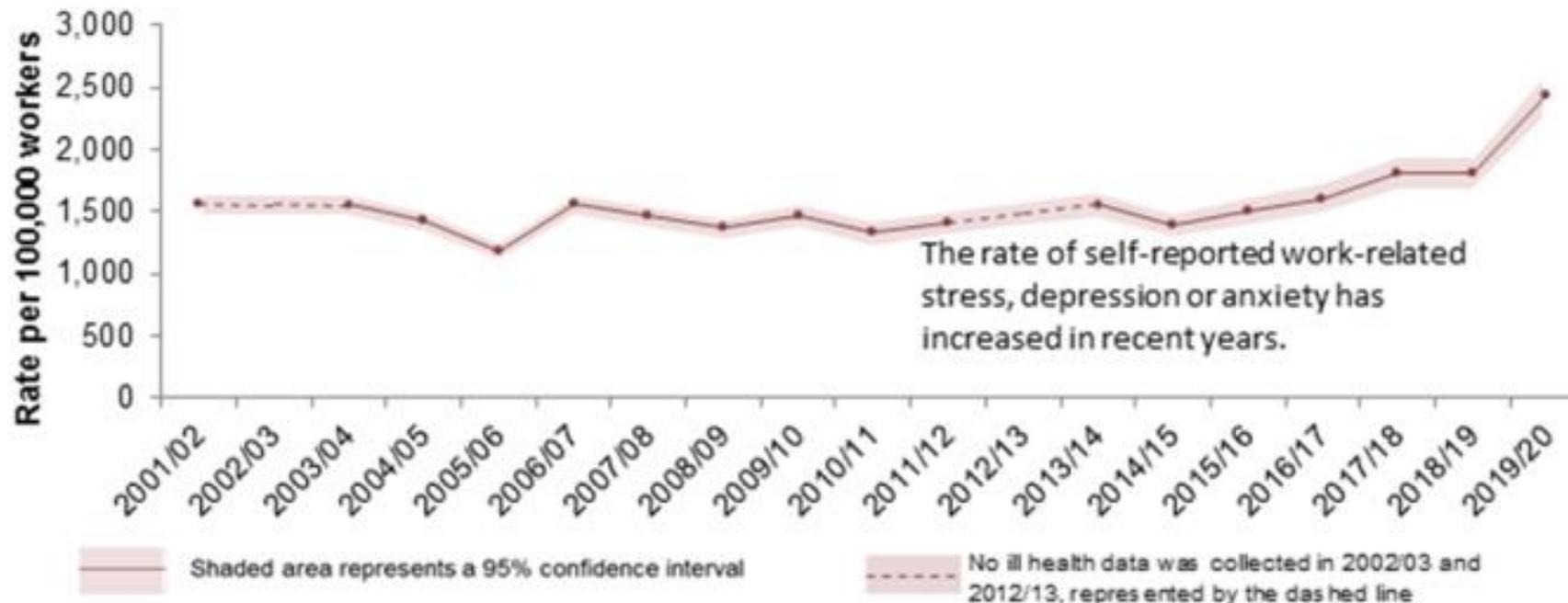


Increased need for high quality, tailored support



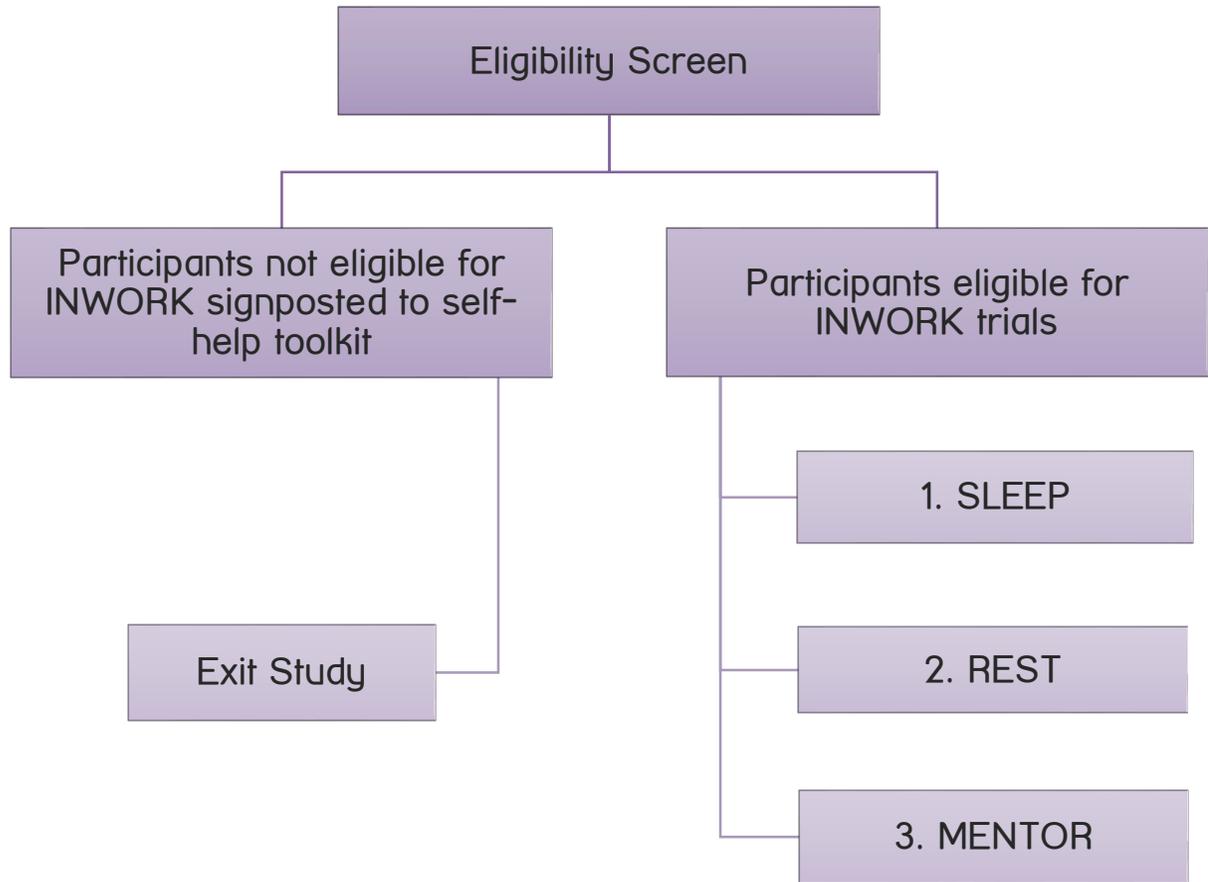
More employers prioritising mental health

**Work-related Stress, depression or anxiety per 100,000 workers: new and long-standing**



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

Contact me: [e.riley@mind.org.uk](mailto:e.riley@mind.org.uk)



1. SLEEP: Supporting employees with insomnia and emotion regulation problems

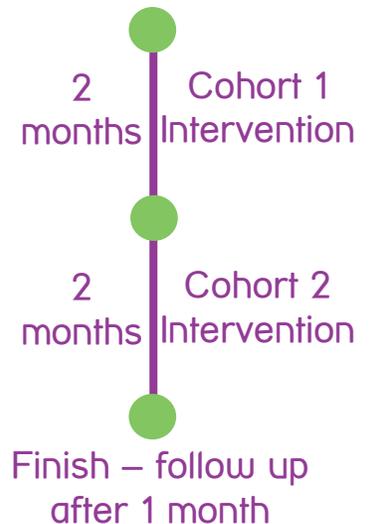
2. REST: Reducing stress in the workplace – A pilot study

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



Start: Spring 2021



## 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



Start: Spring 2021

2 months Cohort 1 Intervention

2 months Cohort 2 Intervention

Finish – follow up after 4 months

## 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

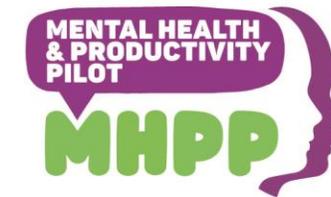
## Pilot Aim

- 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

# MENTOR: Supporting employers and employees receiving treatment for mental health problems to remain engaged and productive at work



## What we'll do

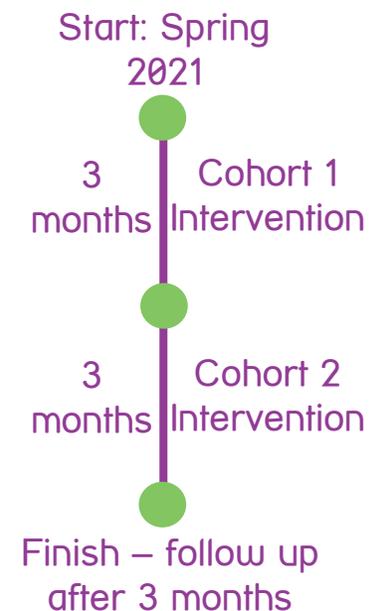
- Hire a role that sits at the intersection of employee, employer and healthcare worker to problem-solve and support all 3 stakeholders.
- Provide individually tailored advice and support on what good workplace wellbeing practices look like and work towards individual engagement and mental health literacy.

## 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



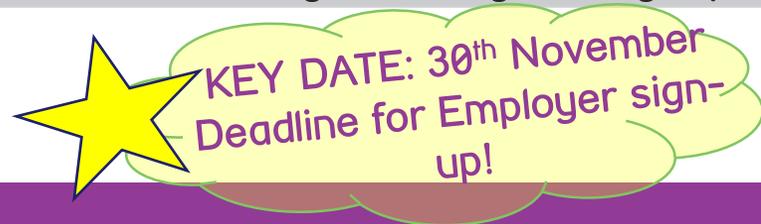
# November 2020 - February 2021

## Employer

## Employee

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

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](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 30<sup>th</sup> 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