

MENTAL HEALTH STRATEGY – REPORT ON PROGRESS – ACTION 36

Date of report	15 June 2019
Date of last report	7 December 2018
Project end date	Ongoing
Action Number	36
Action Owner (s)	Shirley Windsor
Action Link	Niall Kearney
Action Text	Work with employers on how they can act to protect and improve mental health and support employees experiencing poor mental health.

Progress Update from Previous report	RAG
<p>For the period 1st June to 31 May 2019, NHS Health Scotland has delivered:</p> <ol style="list-style-type: none"> 1. NHS Health Scotland Health and Work Directorate has delivered : <ul style="list-style-type: none"> • 105 one day Mentally Healthy Workplace (MHW) for Line Managers courses (1280 people trained). • 4 MHW Training for Trainers courses (29 people trained). • 6 MHW Refresh Session (80 trainers attended). • 16 Resilience and Wellbeing Workshops (149 people trained). • 3 Managers' Competency Workshops (26 people trained). • Review and update of all resources relating to Mentally Healthy Workplace Training Programme. 2. In addition, the Work Positive Programme has been promoted through: <ul style="list-style-type: none"> • 10 Work Positive courses (109 people trained) – this provides employers with an understanding of stress in the workplace and introduces the Health Scotland, Work Positive Survey tool. • 28 active surveys by employers using the Work Positive online resource to identify stress among their staff. • Promotion of an improved electronic platform for Work Positive. 3. Through the Health & Work Advice Life Healthy Working Lives Occupational Health provided to a range of mental health related issues including: <ul style="list-style-type: none"> • 105 enquiries regarding mental health in the workplace (ranging from anxiety, depression and severe and enduring mental ill health). • 60 enquiries on managing stress in the workplace. 4. New and refreshed Healthy Working Lives awards <ul style="list-style-type: none"> • Silver (which involves training for managers) 	<p>Green</p>

<ul style="list-style-type: none"> ○ 16 new reaching 9171 employees ○ 57 renewals reaching 34, 281 employers ● Gold (which requires a health, safety and wellbeing strategy and long term commitment to mental health and wellbeing) <ul style="list-style-type: none"> ○ 15 new reaching 8551 employees ○ 107 renewals reaching 57,542 employees 	
SeeMe, the national programme addressing Stigma and Discrimination, held a large scale conference on 19 March funded by the Workplace Equality Fund on promoting mental health inclusion in the workplace, This highlighted key learning from in-depth support to private and public sector employers; currently conducting Scotland wide survey with Law Society of Scotland members.	Green
Launch of the This is Me Scotland workplace collaborative between Business in the Community, private sector, SAMH, Samaritans and University of Glasgow Suicide Research Lab.	Green
HSE launch of Talking Heads toolkit to support mentally healthy conversations in the workplace.	Green

Key Deliverables in next 6 months (include estimated date for each deliverable)	RAG
Work with key public and private sector to develop mental health standards to support prevention and early intervention – July to October 2019.	Amber
Test of change with NHS Special Boards on workplace mental health standards – commencement by November 2019 for one year pilot.	Green
Promotion of, and reach extended the mental health and suicide prevention awareness raising animations across public services.	Green

What does success look like?
<p>In the short term:</p> <ol style="list-style-type: none"> 1. Public and private sector agencies continue to be engaged with mental health workplace training as part of core business. 2. Increased number of businesses obtaining the Healthy Working Lives Silver and Gold Awards. 3. Improved knowledge of mental health including stress by managers and implementation of appropriate responses to support employees to remain at work/return to work with reasonable adjustments. 4. Development and adoption of workplace mental health standard. 5. Mental health and suicide prevention awareness animations reach the public sector workforce leading to improved conversations around promotion of mental wellbeing.
In the Medium and longer term

1. Increased uptake of evidence informed workplace training and tools (MHW Training for Managers, Work Positive resources, SeeMe Workplace self-assessment and training).
2. Workplace (and national) surveys report reduced absences due to stress/anxiety, better employee support for mental health.

What data (if any) can evidence delivery?

1. Data on uptake and participants (for example held by SeeMe and NHS Health Scotland Healthy Working Lives and Learning Directorate).
2. Workplaces and national surveys (eg NHS iMatter feedback, Health Promoting Health Services staff health indicator reports, Scottish Household Survey, ONS, DWP).
3. Uptake of animations via TURAS and vimeo.
4. Results from HSE pilot on stress management in NHS Ayrshire & Arran.

Any other comments

Annual Reviews

Healthy Working Lives Award is valid for one year from the date achieved. To maintain the award, organisations must complete an online annual review. The review looks at how organisations have been working to identify issues and improve.

Employee Reach Figures

Collated via initial registration or assessment request file.

Organisations asked to provide number of employees within registration, however at times this is not provided.

Bronze Award

47 New Bronze Awards (employee reach 10,102) and 86 reviews (employee reach 34,782).

Mental Health Awareness is raised within Bronze Award criterion (3) "Provide one mental health awareness activity per year" however data evidence of specific campaigns are not recorded within the database.