

Case study: Managing Mental Wellbeing at Work

Summary

VolkerWessels UK Implemented MIND Managing Mental Health at Work training for managers and supervisors. The key aims of the training include understanding some of the early signs of stress, anxiety and depression at work and some of the key strategies for supporting a member of staff at work who is stressed, anxious or depressed. Maintaining the mental health of employees is a key part of our occupational health strategy.

Problem statement

Historically the Construction sector has had a lack of sufficient awareness of the importance of good mental health in construction, particularly managers and supervisors observing the symptoms in their staff and knowing how to address these.

Solution / what you did

We implemented a programme using MIND Managing Mental Health at work half day course. The course, aimed at helping colleagues recognise when a staff member is struggling and how to support them was delivered in house. The course is suitable for anyone who manages staff or finds themselves informally doing so and covers:

- The different models of mental health
- How mental illnesses are diagnosed
- Causes, signs and symptoms for stress, anxiety and depression
- Treatments, support and self-care
- The role of the manager

Key challenges faced

No challenges identified as we had no need to change existing processes.

It is easy to organise and fits well as part of any existing management / supervision development training and as part of any occupational health programme.

Outcomes and benefits

- Half day course allows people to find the time to attend and is less disruptive to the business.
- Half day course means it isn't too overwhelming and people are more likely to take away what they have learnt. Some one-day and two-day mental health training courses are unsuitable for general construction management/supervision as they are too close to counselling.

- Two sessions can be run per day
- Relatively low cost so it can be rolled out across companies
- Course content is relevant to directors, managers, and supervisors so it is readily transferable to any audience – no need to tailor it to suit.
- Could also be delivered to individual employees, not just line managers/supervisors.
- Encourages people to change the way they think and feel about mental health.
- Managers will be able to identify mental health issues through the signs and symptoms. This allows for early intervention
- Managers will be more informed and will be able to ensure the required support is provided.

Measures of success

Feedback from the attendees was very positive. The course was both informative and interactive. There was no negative feedback.

Promoting good mental health improves morale and productivity. We will continue to track sickness absence, particularly monitoring any long-term ill health on the grounds of stress, anxiety or depression.

Lessons learnt

We continue to drive the importance of good mental health and the training has helped support a culture of openness and ease in relation to stress and mental health problems.

It also encourages self-care in employees, getting involved, and staying connected.

