

Anne Mathie – Mental Wealth Training.

Saturday 19th November 2016

There were 16 attendees at the workshop. Anne explained her background and experience regarding mental health and spoke a little of the work of Mental Wealth Training, delivering Mental Health First Aid (MHFA) courses for Service veterans and Adults.

Anne showed a film from Time to Change, pointing out how easy it is to start a conversation about mental health in the workplace, be that a simple lunchtime presentation or something which can be done as a group.

Simple things and lead to big changes, not just for people but for businesses.

The total number of working days lost to poor mental health in 2014/15 was 9.9 million, equating to an average of 23 days per case (HSE 2015). The cost of lost productivity is approximately £105bn annually in the UK. There is a clear business case for people to be more mental health aware.

One in four people will experience poor mental health in their lifetime with one in seven living with the experience of mixed anxiety and depression.

Anne explained the general format of MHFA training and how it works. It does not make the participant a counsellor, merely keeps the person safe for now until more specialist help can be found. She also explained about how it came into being and is now used across the world and how it can be delivered in a flexible way to suit the workforce and their business.

It is fact that more males take their own lives than females, so it is crucial within male dominated sectors there is more awareness available (latest suicide statistics for the UK - male 4630 female 1492 6122 total).

There was a discussion on what individual employers do to maintain / promote awareness of mental health issues & support available.

There were disclosures regarding mental health conditions, one which reappeared after the partner's death.

Anne explained a Wellness Recovery Action Plan. See this link for an example <http://www.workingtogetherforrecovery.co.uk/Documents/Wellness%20Recovery%20Action%20Plan.pdf> (an older workbook)

And a guide from Central Mind <http://www.mind.org.uk/media/1593680/guide-to-waps.pdf>

There was also discussion regarding a mental health risk assessment identify stressors and allow the workplace to work with the affected person and their team to support the person and hopefully prevent a period of sickness – see example below.



Stress Assessment
Form RA10_Word Fi

The group watched the film clip of The Black Dog (depression).
<https://www.youtube.com/watch?v=XiCrniLQGYc>

Anne talked about general symptoms which affect those living with the most common illnesses such as depression and anxiety which are covered in more details during the MHFA course.

The group watched a film which is used during the Armed Forces MHFA course, veterans who struggled with their own mental wellbeing and their return to their new normal.



Kerry Webb, Nurse Consultant, Suicide Prevention Lead, Birmingham & Solihull Mental Health NHS Trust.

Sunday 20th November 2016

Due to unforeseen circumstances, the numbers were low for the workshop. However the discussion which this allowed was rich and valuable.

Attendees began by explaining their interest in being at the workshop specifically. There was personal experience from almost all there, one supporting 2 suicidal people in the recent past. One of the supported individuals were having suicidal thoughts & the other one took their own life. The impact of this on the attendee was clear.

The importance of asking the BIG question first was discussed – ‘Are you thinking of hurting yourself or someone else?’

Kerry gave an overview of suicide rates, risk factors, how to spot the signs and the resources available. The annual cost to the UK of suicide is estimated to be £1.67m (2009).

The National Confidential Inquiry into suicides were discussed, looking at numbers in the general population and mental health services, as well as thoughts on why the suicide rates in Scotland may be lower.

There was a more general discussion about why certain geographical areas have higher incidences of suicide than others.

Middle aged men are the highest risk category, so employers in these areas need to be aware of this.

As part of the confidential inquiry, common methods of ending life are also captured.

Social adversity, such as living alone, being unemployed or newly arrived in the UK are also big factors in suicide.

Employment is a big area in people's lives and as they are affected by family events, stress, change, restructures, financial uncertainty, job security etc, it is important that employers consider safety plans, not only for their employees but the organisation as well.

Personal safety plan which is collaborative & considers history, access to means, current plans etc are effective.

It was clear that many representatives undertake interventions as part of their role but very few have been given the specific tools to look after their colleagues or themselves effectively.

Kerry revealed an easy way to remember how to spot the signs of someone who may be considering suicide as follows

Is Path Warm

- I ideation
- S substance use

- P purposelessness
- A anxiety
- T trapped
- H hopelessness

- W withdrawn
- A anger
- R recklessness
- M mood change

Resources

Applied Suicide Intervention Skills Training (ASIST)

<https://www.livingworks.net/programs/asist>

A Manager's Guidebook to Suicide Postvention

<http://actionallianceforsuicideprevention.org/sites/actionallianceforsuicideprevention.org/files/Managers-Guidebook-To-Suicide-Postvention-Web.pdf>

Supporting someone in the Workplace at risk of suicide

https://www.headsup.org.au/docs/default-source/resources/bl1391_supporting-someone-in-the-workplace-at-risk-of-suicide.pdf?sfvrsn=14

Support after suicide (local search for support available)

<http://supportaftersuicide.org.uk>

International Association for Suicide Prevention

https://www.iasp.info/pdf/newsletters/2016_november.pdf

Comprehensive Blueprint for Workplace Suicide Prevention

<http://actionallianceforsuicideprevention.org/comprehensive-blueprint-workplace-suicide-prevention-1>

Workplace bullying

<https://www.gov.uk/workplace-bullying-and-harassment>

Spot the Signs and Save a Life

<https://www.centreformentalhealth.org.uk/Blog/spot-the-signs-and-save-a-life>

Wellbeing Survey

www.wellbeingsurveys.co.uk