



Challenging attitudes,
changing lives.

Managing Mental Health in the Work Place

How do we talk about our mental health
and what are reasonable adjustments?

Mental Illness: A problem for us all.

- 32 million workers in the UK (2016)
- 137.3 million days lost to illness & injury
- 4.3 days/UK worker
- 70 million days lost to mental health illness
- 2.1 days/UK worker



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What can we do?

- Recognise
- Acknowledge
- Manage



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Recognise

Have you spotted any of these signs?

- Emotional
- Cognitive
- Behavioural
- Physical



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Recognise

- Are you just soldiering on?
- Do you want to talk about it?
- Are you just being silly?
- Are you performing to standard?
- Are you avoiding others in the office?



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Acknowledge

- Recognise who needs to know.
- Identify if there is anyone you want to know.
- Try to recognise where the issues originate.
- How to access employee assistance support?
- What do you want?



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Manage

- Identify where you need support.
- Work collaboratively with your employer.
- Approach the issues focusing on solutions.
- Be clear on expectations.
- Review regularly.



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Reasonable Adjustments

What and when are reasonable adjustments required?

The duty to make reasonable adjustments arises in three situations:

- Where a provision, criterion or practice applied by or on behalf of the employer,
- Where a physical feature of premises occupied by an employer, or
- Where the lack of an auxiliary aid, places a disabled person at a substantial disadvantage compared with people who are not disabled.

An employer has to take such steps as it is reasonable to take in all the circumstances to avoid that disadvantage – in other words the employer has to make a ‘reasonable adjustment’. (Equality Act 2010)



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But.

What are reasonable adjustments?

Reasonable: As much as is appropriate, moderate, within reason, practicable or sensible.

Adjustment: A small alteration or movement made to achieve a desired fit, appearance or result.



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Examples of Reasonable Adjustments

- Amended working hours or patterns.
- Support with work load.
- Support from others.
- Amendments to the physical environment.
- Write a bespoke staying well plan. (e.g. WRAP, work, health & wellbeing plan or wellness recovery plan).
- Access to work.



Good Practice for Applying Workplace Adjustments

- Be open and honest.
- Focus on what can be done – not what can't.
- Tailor the adjustments to the individual. Be creative.
- Be flexible.
- Agree adjustments that are appropriate.
- Be realistic.
- Review any agreed adjustment on a regular basis.
- Be sensitive about the impact of any adjustment on others in the workplace.
- Consider which adjustments can be offered across the business.
- **Always** take advice.



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Further Information

- www.rethink.org/living-with-mental-illness/reasonable-adjustments-at-work
- www.time-to-change.org.uk
- <http://www.mindfulemployer.net/>
- <https://www.workplacestrategiesformentalhealth.com/>



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