



ECGE5001Q; Assessment 1, Jessica
Rowe; 2108311 *Educating Mental
Health Within The Workplace*





Rationale

Mental Health In The Workplace

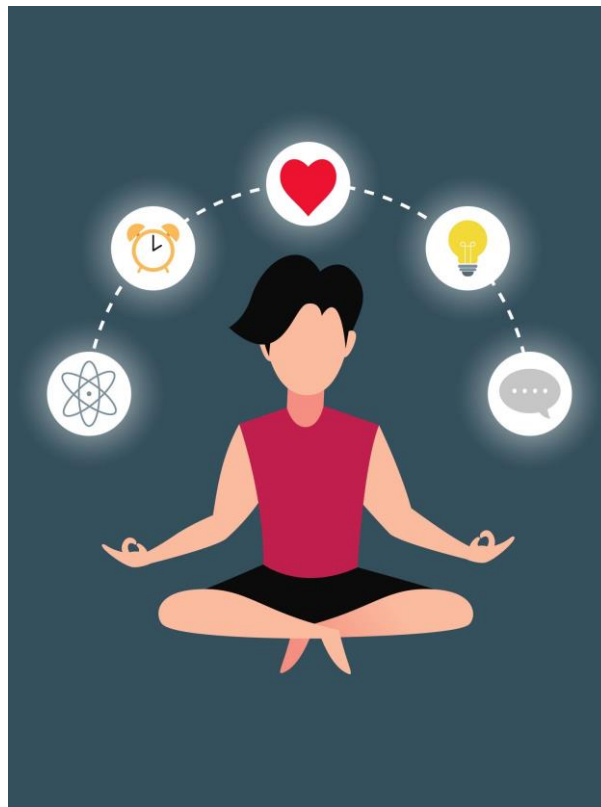
Despite the stigma, mental health issues affect one in four individuals each year (HSE, No Date; WHO, 2022). People's methods of thinking, feeling, and behaving may all be impacted by mental health issue (HSE, No Date; WHO, 2022). As a consequence of this, people's actions, communications, and responses may seem to be completely different to what is going on around them (HSE, No Date; WHO, 2022). In the last two years, we've dealt with a wide range of challenges, yet arguably the most startling and consequential one is the state of our mental health (Mind, 2021; Mercer, 2021; NHS, No Date).

What your workplace do for you?



Adequate employment has been shown to aid in the rehabilitation and social integration of a person with a mental health issue, as well as boost their self-esteem and general quality of life (WHO, 2022; Drake and Wallach, 2020). Safe and healthy workplaces reduce workplace stress and conflict as well as promote worker retention, performance, and productivity (Mind, 2021; WHO, 2022; Drake and Wallach, 2020; HSE, No Date). In contrast, a lack of appropriate procedures and support at work, particularly for individuals living with poor mental health issues, may impair a person's attendance at work and even prevent them from obtaining a job in the first place (Mind, 2021; Drake and Wallach,

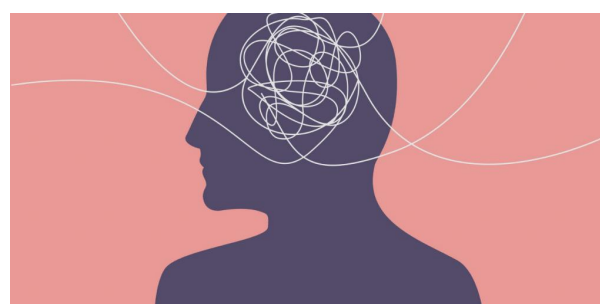
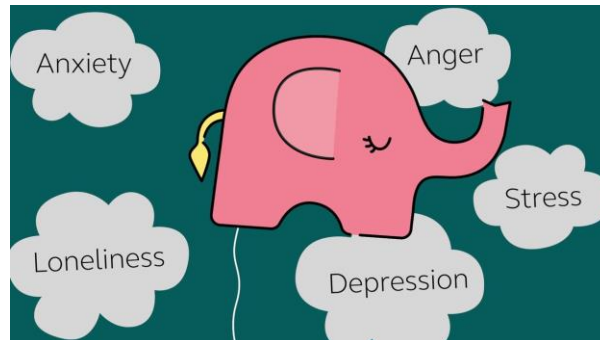
2020), therefore diminishing their capacity to enjoy their work and execute their job effectively (WHO, 2022; Mind, 2021).



The World Health Organization (2022) recommends that governments, businesses, and unions safeguard and promote mental health at work. Although the potential for exposure to psychosocial risks exists in every industry, some jobs and workplace settings put certain employees at a higher risk than others (WHO, 2022; Fernandes and Pereira, 2016). The mental health of those who work in health, humanitarian, or emergency services is frequently put to the test because of the likelihood that they may be exposed to traumatic experiences in the course of their employment (WHO, 2022; Mind, 2021; Fernandes and Pereira, 2016). Discrimination and inequality based on variables including colour, sex, gender identity, sexual orientation, disability, migrant status, religion, or age may all have a profound impact on an individual's mental health (Mental Health Foundation, 2016; Mind, 2021; Drake and Wallach, 2020), and the workplace can be a particularly toxic environment for this (Mental Health Foundation, 2016; WHO, 2022; Mind, 2021; Drake and Wallach, 2020).



Reduced productivity caused by depression and anxiety costs the global economy one trillion dollars every year (WHO, 2016; Nobel, 2016). An estimated 12 billion workdays each year are lost due to depression and anxiety (United Nations, 2022; WHO, 2016). Unfortunately, those with severe mental health issues are underrepresented in the workforce (WHO, 2022; Mind, 2021; Drake and Wallach, 2020). Families, carers, colleagues, communities, and society as a whole are all impacted when an individual struggles with a mental health issue (Ahmedani, 2011; Mind, 2021; WHO, 2022).



Mandatory Mental Health Training

Currently there is no legal legislation that entails mandatory training for mental health within the workplace (Roach, 2022; Saint John Ambulance; Department for Work and Pensions, 2017). This submission proposes that business, companies and all employers should provide an annual online training course that is both current and comprehensive (Leka and Jain, 2020; WHO, 2005), with a refresher course to be taken every six months. Certain training courses are taken extremely seriously by employers (Chartered Trading Standards Institute, 2023), such as the challenge 25 training courses that are required for businesses that sell items with age restrictions (DrinkAware, 2023; Chartered Trading Standards Institute, 2023). There are courses on fire safety (Health and Safety at Work etc Act 1974, 2018; UK Government, 2023) and allergy training (Food Standards Agency, 2020), yet there is nothing on mental health training (The World Health Organization, 2022; Mind, 2021). Therefore, by providing training on mental health to all workers, especially those in higher positions (Mind, 2021; Drake and Wallach, 2020; Work Nest, 2020; Wickens, 2022), employers are reducing the stigma that is associated with talking about mental health in the workplace (HSE, No Date; WHO, 2022; Ahmedani B. K. (2011).



1 - (The CEO Publication, 2021)

According to a survey that was conducted by WorkNest, (2022) between June and August of 2022, 79% of employers have not provided line managers with training to support the mental health and wellbeing of their employees, despite the fact that 93% of line managers are aware of their responsibilities regarding this issue (Wickens, 2022). This raises the question of whether companies are doing enough to assist the mental health of their workers in today's society (WorkNest, 2022), especially as concerns originating from the ongoing cost of living crisis persist (Andersen and Reeves, 2022; Wickens, 2022). The World Health Organization (2022) also recommends management training for mental health, which helps supervisors detect and react to employees suffering with poor mental health, it also strengthens interpersonal skills such as open communication and active listening and creates a better understanding of how workplace challenges influence mental health,

as well as enhancing knowledge of poor mental health and reducing the stigma towards mental health issues (WHO, 2022; NICE, 2021).



2 - (Ponte, 2020)

After conducting a number of in-depth interviews with managers; researchers at the University of York's School for Business and Society and the ESRC Centre for Society and Mental Health at King's College London, came to the conclusion that the mental health issues of a single worker may have an immediate influence on the mental health of their co-workers in small and microbusinesses, and can swiftly spread across the whole workforce (Suter, Irvine and Howorth, 2022). The close social and physical closeness of people working in tiny businesses amplified the influence on co-workers. According to the findings of the research managers of small and microbusinesses hardly had access to advice and direction from occupational health or human resource management departments (Suter Irvine and Howorth, 2022), despite this being the standard in bigger organisations (Suter Irvine and Howorth, 2022). Similarly, unlike in bigger organisations, tiny and microbusinesses do not often have the resources to transfer an employee who is experiencing mental health issues to a different department or even a different team (Suter Irvine and Howorth, 2022). Dr Jane Suter (2022), from the University of York's [School of Business and Society](#), said: ***'When dealing with a colleague's mental health challenges, managers can often feel incredibly isolated. It can take an emotional toll on the managers themselves. Some feel that balancing everybody's needs is like juggling on a tightrope'***. According to Dr. Suter, it is essential to highlight the fact that many of the issues concerning mental health in small and micro-businesses do not have simple answers (Suter, Irvine and Howorth, 2022). The mental health issue of an employee could not even have been caused by the workplace; thus, it is impossible for a manager to remedy the situation on their own (Suter, Irvine and Howorth, 2022). There is a pressing need to invest more in managerial and leadership capabilities (Suter, Irvine and Howorth, 2022). In a small organisation with a low personnel count—say 10—the sole owner-manager is the one who is responsible for shouldering all of the management tasks (Suter, Irvine and Howorth, 2022).

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