

Professional Career Development (BMSW4005 BIRM)

Open Book Assessment -Charles Nimoh

Should people with mental health problems be forced to disclose their status when applying for roles that put them in contact with the public?

Working people with mental health or who have suffered mental health problems represents 12.1% of the UK's total GDP. Work is a major part of our lives, therefore I feel individuals should disclose any mental health problems they may have, when applying for roles that put them in contact with the public. Reason for this is, mental health can affect people in many ways, anxiety, depression lack of energy and it depends on a person's circumstances. The public or any persons who come in contact with such a person won't understand a person's change in behaviour or the problems they face if this isn't addressed. However, disclosing a mental health condition at work requires thoughtful informed decision making (Stratton et al., 2020). Although the stigma of not having an upper hand in the recruitment process may be a downfall, this can have its advantages. Management and colleagues can help and understand your feelings of distress and not wanting to work on a faster pace, been honest and disclosing of any mental health problems employers can make any reasonable adjustments needed. Also colleagues and customers (public) who have to interact with such persons, will understand and be more lenient towards their change in behaviour which mental health can affect, there is always the risk of discrimination and not been seen or treated fairly or looked down upon, however I feel with support from management and those we work with daily this can be lifted leaving a positive affect on the individual. Its vital we understand and protect the value by addressing mental health, as a toxic workforce can be corrosive to our mental health, therefore everyone needs to be understood to meet their needs of health and low moods. This can only be done once the individual has disclosed their needs, otherwise colleagues will end up taking their low moods to a different approach and end up adding to their mental health which may worsen their anxiety. Disclosure of such matters is an advantage for all, as an organisation can benefit from increased productivity, embed positive attitude to mental health to support the long term health and wellbeing of the organisation.

Employees gain by gaining knowledge on mental health, and boost confidence to have open conversations around mental health. Understanding their own behaviours and needs.

Encourage access to support and recovery.

Overall when we create an atmosphere where people can be themselves and not feel ashamed about their mental stability, be open about concerns and know there is someone always there to hear and support them, its so much easier for people to reach out for help and having that shoulder helps people to cope with what life throws at them. Research shows 1 in 6 people suffer from some sort of mental health issue, and over 6000 die a year from suicide all down to this condition. By been open and supportive at the workplace we can help others thrive.

References

: Stratton, E; Ein boden, R., Ryan, R., Choi, I -, Harvey,S. and Glozier,N.,2020.

Deciding to disclose A mental health condition in Male dominated Workplaces; A focus group study

:Frontiers.org.2020.Frontiers in Psychiatry .[http:// www.frontiersin.org/journals/psychiatry](http://www.frontiersin.org/journals/psychiatry)