Rural Mental Health & Wellbeing at work

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Bridge A Gap

26th November 2018

Aims and objectives

- National Rural Mental Health Forum
- What affects our mental health & wellbeing and the cost
- Challenge stigma and discrimination
- Encourage help-seeking
- Holistic approach to wellbeing

Rural Wellbeing

- National Rural Mental Health Survey (SRUC & SiMS)
  - Anecdotal evidence about rural mental health, survey led to solid evidence base
  - Majority in employment or self-employed
  - Mental illness - Depression, suicidal thoughts and feelings, self-harm behaviour, general anxiety disorder
  - Geography – accessible rural to remote rural
  - Barriers - public transport access to jobs, services, led to layering of isolation
  - Community Support - Isolation worse due to remoteness, stigma and fear, double-edged sword
  - Need - Low-level, non-clinical settings with trusted people
- National Rural Mental Health Forum
- Rural Wellbeing: Building Resilience Together Conference

Transforming lives in Rural Scotland

- **Priority 1**: Challenge stigma and encourage help-seeking
- **Priority 2**: Influence policy through impartial evidence – survey of Forum members
- **Priority 3**: Influence community-led wellbeing
- **Priority 4**: Strengthen and develop the Forum as a sustainable national network for change

Cost of Poor Mental Health

- Stevenson/Farmer Review Mental Health & Employers 2017

- 300,000 people lose their jobs each year

- Annual cost to employers £33bn - £42bn
  - Absenteeism, Presenteeism and Staff Turnover

- Annual cost to Government £24bn - £27bn
  - Cost of benefits, falls in tax revenue and cost to NHS

- Annual cost to the economy as a whole £74bn - £99bm
  - More than both above from lost productivity

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf

Thriving at work
The Stevenson / Farmer review
of mental health and employers

October 2017

Absenteeism, Presenteeism and Leaveism

- 61% (3 in 5) employees have experienced mental health issues due to work in where work has a related factor
- **Absenteeism** is highest in the public sector (8.5 days compared with 5.6 days in private sector services)
- 86% of organisations have observed **presenteeism** over the past 12 months, when people coming into work sick
- Presenteeism has more than tripled since 2010
- 69% have noticed **leaveism**, people working when they should be on leave
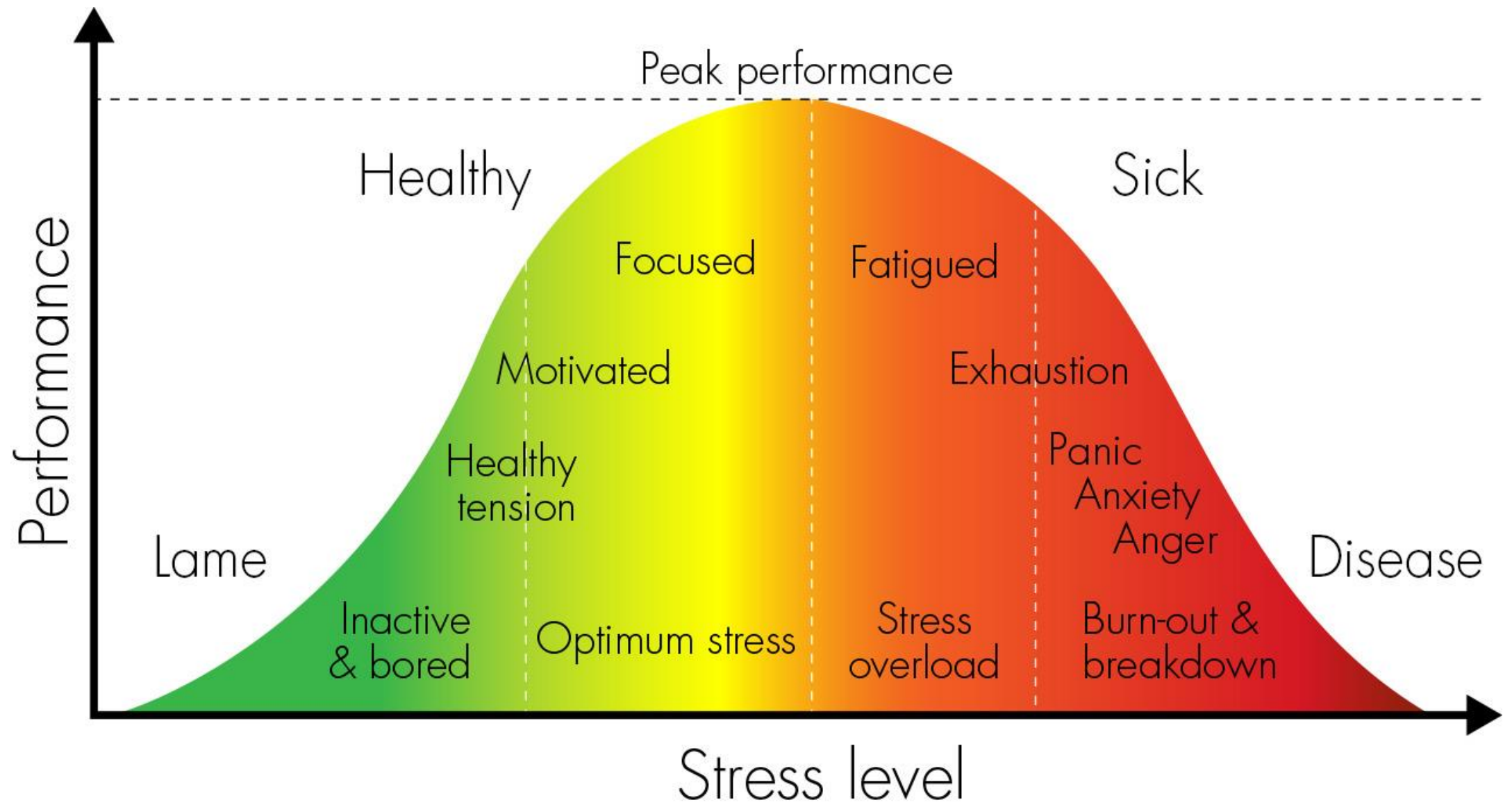- Only 25% of organisations are taking steps to discourage unhealthy working patterns

https://www.cipd.co.uk/knowledge/culture/well-being/health-well-being-work

HEALTH AND WELL-BEING AT WORK

Survey report
May 2018
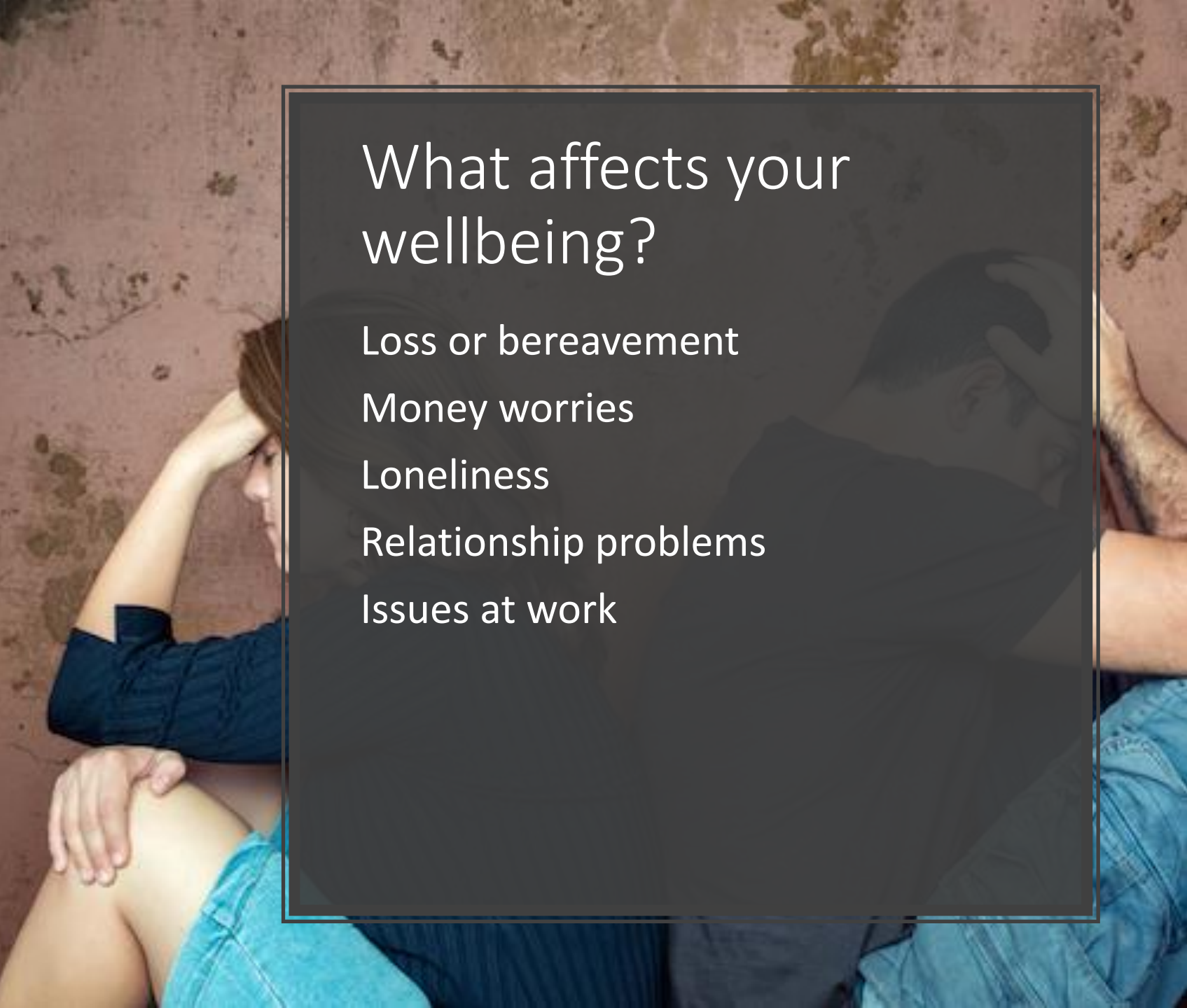
What affects your wellbeing?

Loss or bereavement

Money worries

Loneliness

Relationship problems

Issues at work

Window on the world

People who are more vulnerable to poor mental wellbeing:

- childhood abuse, trauma, violence or neglect
- social isolation or discrimination
- homelessness or poor housing
- a long-term physical health condition
- social disadvantage, poverty or debt
- unemployment
- caring for a family member or friend
- Significant trauma as an adult – military combat, serious accident or violent crime

Confidential Poll

1. Lives in a rural area?

2. Works in a rural area?

3. Consider yourself knowledgeable about mental health & wellbeing?

4. Don't have lived experience of a mental health problem?

5. Talk openly about your own mental health & wellbeing at work?

Stigma and Discrimination

- **Stigma**
  - People don't talk openly and seek support due to stigma

- **Self Stigma**
  - Stems from existing prejudicial attitudes
  - Low self-esteem, lack of confidence stops people going for jobs or education

- **Prejudice**
  - People form an opinion before becoming aware of and understanding the relevant facts

- **Discrimination**
  - Your Human Rights not respected when someone treats you less positively because of your mental ill-health

- By 2030 the global leading cause of mortality & morbidity will be depression

- Half of all mental illness begins by age 14

- 1 in 3 lied about their absence using a physical excuse sickness, cold/flu, back pain or food poisoning

- Mental health problems are made worse by stigma (misconceptions)

- No one should feel ashamed

- Listen and try to understand

- Mental Health Awareness training helps managers and employees to understand

Mental illness & stigma

Holistic approach to wellbeing

- Leadership
- People Management
- Culture and values

Job Quality Measures

Employers Duty of Care

- Terms of employment

- Pay & benefits

- Health, safety & psychosocial wellbeing

- Job design & nature of work

- Social support and cohesion

- Voice and representation

- Work-life balance

Carnegie UK Trust & RSA Measuring Good Work report
https://d1ssu070pg2v9i.cloudfront.net/pex/carnegie_uk_trust/2018/09/03132405/Measuring-Good-Work-FINAL-03-09-18.pdf

Recommended Job Quality Measures

Terms of employment
Job security
Minimum guaranteed hours
Underemployment

Pay and benefits
Pay (actual)
Satisfaction with pay

Health, safety and psychosocial wellbeing
Physical injury
Mental health

Job design and nature of work
Use of skills
Control
Opportunities for progression
Sense of purpose

Social support and cohesion
Peer support
Line manager relationship

Voice and Representation
Trade union membership
Employee information
Employee involvement

Work-life balance
Over-employment
Overtime (paid and unpaid)

THE LISTENING WHEEL

Reacting
Open questions
Summarising
Reflecting
Clarifying
Short words of encouragement

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→ **Open Questions:** How? What? Where? Who? Why?

→ **Summarising:** A summary helps to show the individual that you have listened and understood their circumstances and their feelings.

→ **Reflecting:** Repeating back a word or phrase encourages the individual to carry on and expand .

→ **Clarifying:** Sometimes an individual may gloss over an important point. By exploring these areas further we can help them clarify these points for themselves.

→ **Short Words of Encouragement:** The person may need help to go on story – use words like 'yes' or 'go on'.

→ **Reacting:** We need to show that we have understood the situ "That sounds like it is very difficult".

Prevent
Suicide
Highland

Encourage Help-Seeking
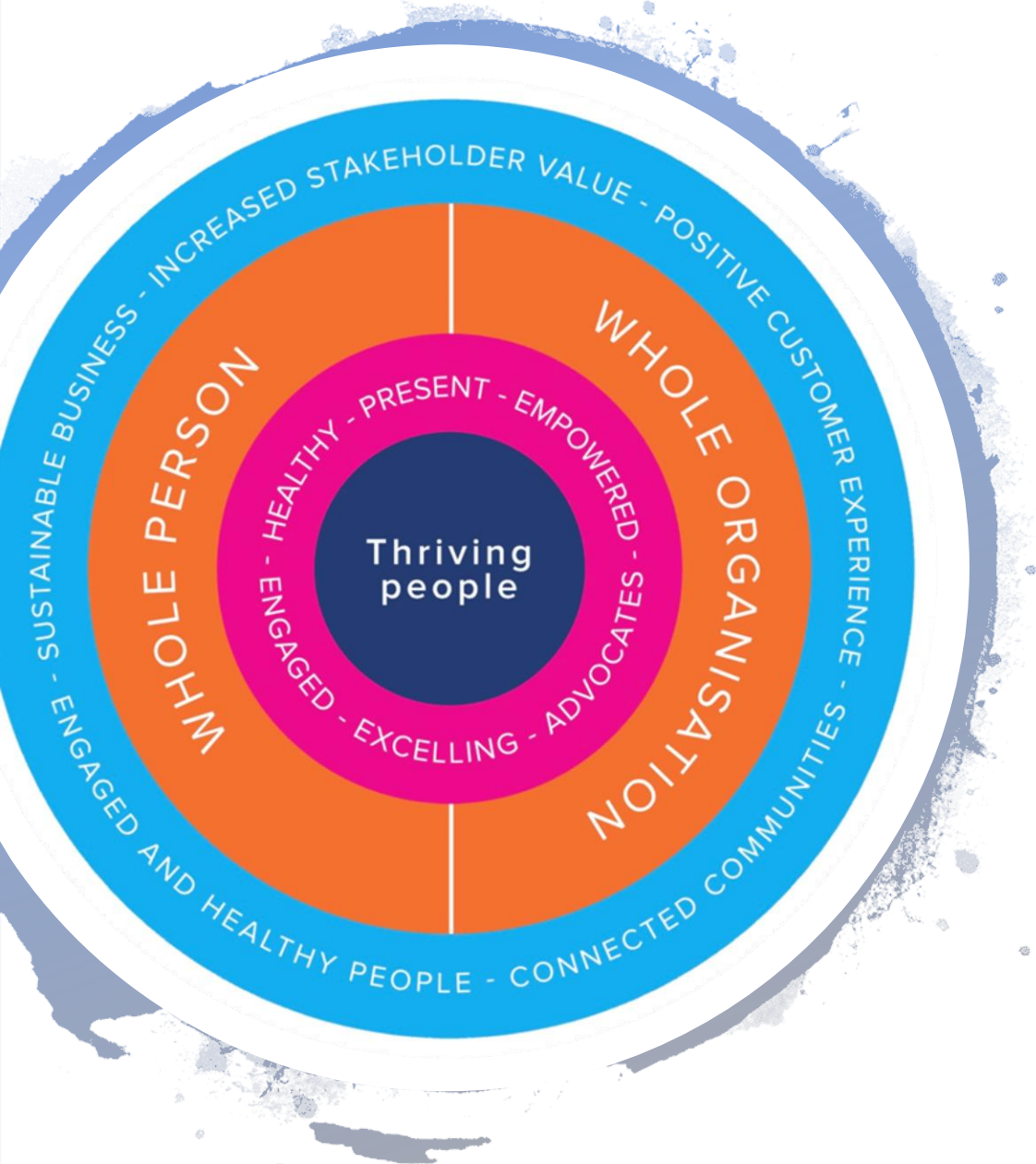
Thriving people
Thriving businesses
Thriving communities

- Stop dividing humans into two halves with physical & emotional components

- Raigmore treats bodies without minds and New Craigs treats minds without bodies

- Step back from putting such an explicit focus on mental health and look at human beings as a whole

- Support people to thrive at work and in life

Business in the Community Wellbeing WorkWell Model
https://www.carnegieuktrust.org.uk/publications/measuring-good-work-the-final-report-of-the-measuring-job-quality-working-group/

People like

YOU

will end mental health
stigma and discrimination