Healthier Communities, Outstanding Care

NHS
Sherwood Forest Hospitals
NHS Foundation Trust

A Managers Guide...

...To Mental Health

WHAT IS MENTAL HEALTH?

- **Mental health refers to a person's emotional, psychological, and social well-being. It affects how individuals think, feel, and behave, as well as how they handle stress, relate to others, and make decisions.**
- **Good mental health allows people to cope with the demands of daily life. Poor mental health can have the opposite effect on an individual.**
- **Mental health can be influenced by a range of factors, including: biological factors (e.g. genetics, brain chemistry, physical health conditions), life experiences (e.g. trauma, stress, major life changes), and social/environmental factors (e.g. workplace culture, financial stability, relationships).**

WHO MENTAL HEALTH AFFECTS?

- Everyone has mental health.
- Mental health affects everyone regardless of age, background, or profession.
- Like physical health, mental wellbeing fluctuates and can be influenced by circumstances, work environment, and personal experiences.

1 in 4 people in the UK experience mental health problems each year. So it is highly likely that someone in your team will be impacted at some point.

The Royal College of Nurse's (RCN) analysis of NHS sickness absence data for 2023 showed that stress-related illness in nurses accounted for 24.3% of days lost to sickness. This was more than double the prevalence of any other type of illness. (RCN Press Release 25/4/24).

ROLES OF MANAGERS IN SUPPORTING MENTAL HEALTH OF STAFF

Managers and leaders in the NHS play a crucial role in creating workplace culture that supports mental wellbeing. Their actions can significantly impact staff morale, productivity, and overall job satisfaction.

Creating a supportive workplace culture
- Promote an open environment where mental health is valued as much as physical health.
- Challenge stigma by encouraging conversations about wellbeing.

Recognising early signs of mental health struggles
- Be aware of common signs of stress, anxiety, and burnout, such as changes in mood, decreased performance, withdrawal from colleagues, or increased absence.
- For more information on mental health issues such as depression, anxiety, post traumatic stress disorder, obsessive-compulsive disorder, and moral injury, please see the other "A manager's guide to…" leaflets in this series (available to download on the intranet).

Encouraging open conversations
- Create opportunities for staff to speak about their mental health without fear of judgement or consequences.
- Use one-to-one meetings to discuss well-being as well as job performance. The trust offers Wellbeing Conversations training which is a good place to start to look at how to get the most out of these meetings.

Managing Workloads and Preventing Burnout
- Ensure realistic workloads and fair distribution of responsibilities.
- Encourage staff to take regular breaks and annual leave. It is helpful for you to lead by example by making sure you take your leave and regular breaks too.

Providing Practical Support and Adjustments
- Make reasonable adjustments for staff experiencing mental health difficulties, such as flexible hours or changes to workload. Speak to Occupational Health for more information about reasonable adjustments.
- Ensure staff are aware of and have access to mental health resources at https://vivup.yourcareeap.co.uk
- Support employees returning to work after mental health-related absences.

Healthier Communities, Outstanding Care

NHS
Sherwood Forest Hospitals
NHS Foundation Trust

SIGNPOSTING AND RESOURCES FOR STAFF

Vivup: employee assistance programme provides 24/7, 365 days a year confidential helpline offering a non-judgemental listening ear and provides free staff counselling. Contact 0330 380 0658 or visit VIVUP.co.uk

The spiritual and pastoral care team offer a 24/7 confidential, sympathetic non-judgemental listening ear for those of any faith and those who do not have any religious belief. Call 01623 622515 ext. 2754 between 8.30am and 4.30pm / 3047 or call Switchboard for the on-call Chaplain 24/7.

Remind the staff member that their GP can be contacted about any health concern, whether that be physical or mental, and reaching out to their GP could mean access to different kinds of support.

SUPPORT AND RESOURCES WITHIN THE TRUST

- Occupational health: sfh-tr.occupational.health@nhs.net
- F2SU: Freedom to Speak Up Guardian - Sherwood Forest Hospitals
- Wellbeing champions: Wellbeing Champions - Sherwood Forest Hospitals
- SFH wellbeing webpage: Looking after your wellbeing - Sherwood Forest Hospitals
- Staff networks: Staff Networks Peer Support for colleagues - Sherwood Forest Hospitals
- Suicide & Crisis Management flow chart for managers: final-may-2024-kmh_002583_crisis-management_flow-chart_2024_v6.pdf
- Stress Management Policy: hs-wrs04-management-of-work-related-stress-policy-v12-aug-24.pdf

SUPPORT AND RESOURCES EXTERNAL TO THE TRUST

- Alcohol Awareness and services: Change Grow Live | Charity | We can help you change your life
- Domestic Abuse: Domestic abuse: how to get help - GOV.UK
- Lifestyle services- Weight Management etc: Home - Your Health Nottinghamshire
- Mental health support site for Nottinghamshire: Mental Health Support | NottAlone - Services For Adults

TRAINING FOR MANAGERS

REACT Mental Health Awareness: <u>Course: REACT RM162 Mental Health 120 Training (RM162) - Face to Face | Sherwood eacademy</u>

- This short, virtual training session will enable colleagues to identify people in teams who may be struggling with their mental health; initiate a supportive wellbeing conversation; confidently hold the conversation using active listening skills; and signpost them to appropriate support.
- The training is underpinned by psychologically sound principles and the REACT MH technique comprising of recognise, engage, actively listen, check risk, and talk about specific actions.
- The REACT MH technique is well-established and has been delivered for the past three years to thousands of people across public and private sector organisations.
- Delegates should be able to confidently initiate supportive wellbeing conversations about Mental Health and signpost to appropriate support.

Wellbeing Conversations: <u>Course: Wellbeing Conversations (PD179) - Face to Face | Sherwood eacademy</u>

- Health and wellbeing conversations are intended to be regular, supportive, coaching-style one to one conversations that focus on the wellbeing of all our colleagues.
- By embedding wellbeing conversations in our teams, we aim to create cultures where people feel heard and valued, and in which diversity is respected. This should, in turn, encourage us all to pass care and compassion on to each other, to patients and to our families.
- This masterclass will provide information for all staff around what a wellbeing conversation is and how they can support ongoing wellbeing.
- For your awareness, during the training session, you will work with a colleague from another part of the organisation during an exercise to practise having a wellbeing conversation. These exercises will involve both of you listening and supporting each other to reflect on your own wellbeing.

Coping Under Pressure: <u>Course: Coping Under Pressure Workshop (OKS572) - Face to Face/Virtual | Sherwood eacademy</u>

- How to manage under pressure and cope with a difficult day - explanations about cause, effects and symptoms of stress. The course also includes some practical tips and tools that can be used to help and where to get support.
- Method of Delivery: face to face session or Microsoft Teams.
- If attending a MS Teams session, please join from a quiet and private space to ensure confidentiality for yourself and the group.

Suicide Prevention Training: <u>Course: Suicide Prevention Training - Zero Suicide Alliance (20 minutes) | Sherwood eacademy</u>