

# Mental Health: The biggest challenge

**Susan Gee**

Group Occupational Health & Wellbeing Manager  
MSc, MA, BSc(Hons), SCPHN (OH), RN  
Yorkshire Water

**Safety, health and wellbeing**



Preventing harm



Protecting your health

It's part of our **Blueprint**

KeldaGroup



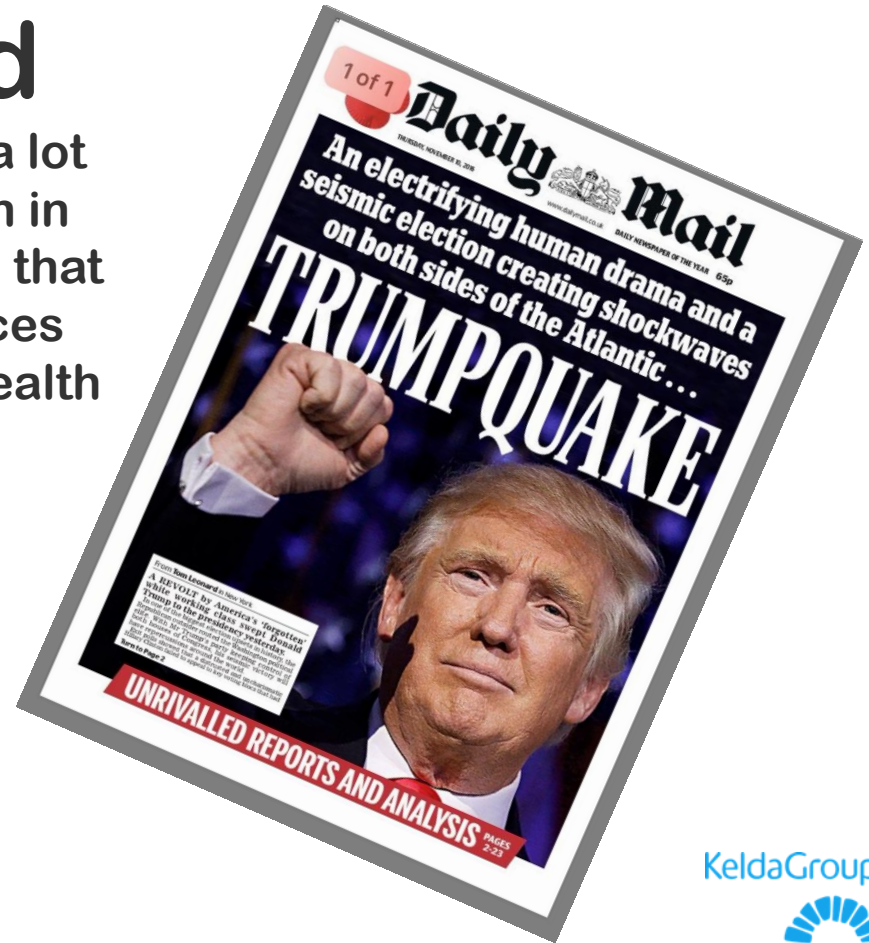
# Why is it so difficult to manage ?

Because people are complicated, even when their mental health is at its optimum

and

there is a lot going on in the world that influences mental health

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Setting the scene.

## What are Mental Health Disorders?

**Mental disorders are clinically significant conditions characterized by altered thoughts, emotions or behaviour with associated distress or impaired functioning (WHO, 2001)**



# So what are we dealing with?

There are 5 major categories of mental illnesses:

- Anxiety disorders
- Mood disorders
- Schizophrenia and psychotic disorders
- Dementia
- Eating disorders



## Mental health problems are the result of a complex interplay between biological, psychological and social factors (World Health Organization, 2001)

- **Biological factors.** Mental health problems are associated with biological factors, such as genetic characteristics and disturbance in neural communications.
- **Psychological factors.** Individual psychological factors are associated with the development of mental health problems. Mental or behavioural problems can occur as a result of failing to adapt to a stressful life event.
- **Social factors.** Social factors, such as urbanization, poverty and technological change, have been associated with the development of mental health.





# Challenges in the work place

- **Co-morbidity**
- **The individual's ability to remain at work or return to work?**
- **Individual beliefs regarding cause of problem and beliefs regarding recovery..... Work may make it worse**
- **Presentation- Capability - are they ill because they are incapable or incapable because they are ill?**
- **The impact on other employees**
- **Accommodating reasonable adjustments**



# What are the barriers to early resolution?

- Access to appropriate treatment and support, may not be straightforward.
- Management knowledge, attitude and confidence around mental health.
- Culture of the organisation.



# Proactive approach (Individual)

- Early referral to OH
- Comprehensive assessment
- Understand the issue, work related/home/both
- Collaboration with external stakeholders  
GP/Consultant
- Referral for further support





# Proactive approach (Organisational)

- Mental Health First Aid training
- Team/individual stress risk assessments
- Policies and procedures/rehabilitation
- Focus on upskilling managers on softer skills
- Collaboration with HR/OH/Manager and sometimes TU



# What are we doing at Yorkshire Water?

- 2 day Mental Health First Aid training - mandatory for managers
- Team stress risk assessments - mandatory
- Day 1 referral to OH for MH/MSD - linked to KPI's
- Resilience training
- Menopause/New Mothers groups
- Mental health self help support group
- Slimming World Group
- Sleep/OCD/eating disorder workshops
- Suicide awareness





**Thanks for listening ...**

**Any questions ??**



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