Introduction to Mental Health and Wellbeing and Resilience

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Outcomes

- To raise awareness about mental health, stress, resilience and common mental health disorders
- To develop understanding of how wider social determinants of health and health inequality contribute towards mental health problems
- Brief question answer and discussion around stigma in mental health
The presentation will cover

- Understanding mental health and wellbeing
- Mental health and the business case
- The role of managers, HR advisers and support workers in improving mental health of staff
- How employers could help
What is Mental health?

…a state of well-being in which the individual realises his or her abilities, can **cope with the normal stresses** of life, can **work productively and fruitfully**, and is able to make a **contribution to his or her community**

(Who, 1996)

It's all about how we **think and interpret** our events, **develop relationships, break them, redevelop and sustain them**
Three way links

Health

Inequalities i.e. poverty, deprivation

Long-term conditions i.e. cancer, diabetes etc.

Mental ill health i.e. anxiety, depression
1.4 million
Workers suffering from work-related ill health (new or long-standing) in 2017/18

541,000
Workers suffering from a new case of work-related ill health in 2017/18

26.8 million
Working days lost due to work-related ill health in 2017/18

13,000
Deaths each year estimated to be linked to past exposure at work, primarily to chemicals or dust

New and long-standing cases of work-related ill health by type, 2017/18

- 21% Other type of illness
- 35% Musculoskeletal disorders
- 44% Stress, depression or anxiety

Working days lost by type of ill health, 2017/18

- 18% Other type of illness
- 25% Musculoskeletal disorders
- 57% Stress, depression or anxiety

Work-related ill health per 100,000 workers: new and long-standing
The Business Case

- Each case of stress-related ill health leads to an average of 29 working days lost per person per year.
- Mental health problems at work cost Scottish employers over 800 million per year.
- 70 million working days lost in UK due to mental health problems.
- In the course of a year, the total cost of mental health problems per employee for Scottish employers is £970.
- Every £1 spent on improving health can generate savings of £10 in reduced absence and presenteeism.

SAMH, 2011
Physical vs mental health

- Both are fundamentally important elements for wellbeing
- Two way link in the evidence
- World Health Organisation emphasis on the four dimensions of health and wellbeing i.e. physical, mental, social and spiritual wellbeing
What influences mental health?

What influences good mental health?

EVERYTHING influences mental health

Family

Community

Environment

Job

Home

Sun

crime

Family

graham@ogilvie-design.co.uk
Mental health problems are common and increasing

- 1 in 4 adults will experience mental health problems in their lives
- 1 in 100 people will develop a long term mental health problem like bipolar disorder
- 10% of Scots experience two or more symptoms of depression at any one time.
- Vulnerable people have higher risk of developing a mental health condition i.e a long-term condition or disability, people facing neglect, isolation or abuse
So, how mental health problems could develop?
Mental health illness

- Mental health illness is a complex illness of neurological functions of the brain.
- Misbalance of neurotransmitter involving neurons.
- Similar to diabetes – insulin – pancreas.
- Similar to cardiovascular disease involving blood vessels and physical and chemical changes in them.
Sensory speech, long-term memory, retaining objects knowledge

Control and coordination, precision

Visual (Eye)

Auditory, olfactory, taste

Coordination, behaviour, emotional state, short term memory

Temperature, pressure, heart rate, pain etc
Neurotransmitters and their functions

- Dopamine ➔ Activation level, mood, movement/coordination
- Norepinephrine ➔ Mood and activation level
- Serotonin ➔ Mood, sleep, appetite, aggression
- Acetylcholine ➔ Mood, automatic nervous system
Why there is low levels of dopamine in some people, but not others?
Mental illness triggers and causes

- Malfunction in the neurotransmitters
- Ongoing long-term stress
- Biological vulnerability – other illnesses i.e. cancer
- Socio-cultural and economic factors – job threat, work environment, stigma in the workplace and so on.
- Psychological factors – sense of achievement, purpose in life
- Heredity factors – family history of mental illness
Biological i.e. cancer, diabetes

Psychosocial i.e. socio-economic

Psychological i.e. sense of achievement

Genetics i.e. Family history

Stress levels

Cortisol

Dopamine, Serotonin etc

We need to work here

Antidepressants
Latest evidence and practice

- Long-term and ongoing stress is the single most important factor that contributes towards both physical (i.e. cancer, diabetes and Heart Disease) and mental health problems (i.e. anxiety, depression etc)
Wider perspective - Workers

• In general there is increased psychological and wellbeing problems for e.g losing sense of purpose, sense of achievement, work relationship, work overload, autonomy and control and social and economic issues from home front are the key issues.
Mental health issues and challenges

- Common i.e. anxiety, depression
- Long lasting
- Negative impact on life and wellbeing
- Stigma and discrimination in mental health
- Social disintegration
- Judgemental stance
- Low productivity
- Low self esteem, confidence and sense of purpose
- Lack of control
- Other related issues i.e. drugs and alcohol
Solutions
Recovery in Mental Health

- Evidence suggest recovery in mental health is usually stronger, quicker and likely, if people are working happily, engaging and have sense of purpose and hope.

A supportive job or work environment provides:

- Structure to life/feelings of contribution towards society
- Social inclusion/friendship needs fulfilled
- Financial support/economic needs fulfilled
- Sense of achievement/satisfaction needs fulfilled
- Hope and optimism/bright light at the end of tunnel
- Feelings of valued member of the society/personal assets
## What can be done to improve mental health and wellbeing

<table>
<thead>
<tr>
<th>Type</th>
<th>Interventions</th>
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<tbody>
<tr>
<td>Individual lifestyle and psychology</td>
<td>Awareness, training and coaching, CBT, self-care</td>
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<tr>
<td>Family and wider support structure</td>
<td>Inclusion, family and workplace support</td>
</tr>
<tr>
<td>Wider workplace support</td>
<td>Awareness, support, training and coaching, CBT, inclusion</td>
</tr>
<tr>
<td>Managerial understanding and support</td>
<td>Awareness, managerial training</td>
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<tr>
<td>Employer support and investment in employees</td>
<td>Willingness to invest, support and access</td>
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Moving into this zone can be related to a range of external variables/life-events and/or to internal variables such as patterns of thinking (perfectionism) and patterns of behaviour – taking on too much (the demands exceed resources).
Support worker’s role

- Legal, moral and ethical responsibility
- Be aware and clearly understand the mental health issues (manager’s mentally health workplace or mental health first aid course)
- Nurture and environment of safety
- Facilitate sense-making and learning
- Support and signpost staff to resources, awareness, training and services
- Show trust and confidence in people
- Generate hope and ask for sense of purpose
Employees can build resilience and prevent problems

- Skill development
- Self-care/self-help (for e.g. practice “five ways to wellbeing” connect, be active, take notice, keep learning, give)
- Combat stigma (“This is not for me approach”)
- Training or coaching
- Support networks
- Healthy lifestyle for e.g. are you active? minimum 45 minutes brisk walk daily
# Mental Health Training Courses

<table>
<thead>
<tr>
<th>Short courses</th>
<th>Long courses</th>
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<tbody>
<tr>
<td><strong>1.5 to 2.5 hours</strong></td>
<td><strong>3.5 hours - 14 hours (over two days)</strong></td>
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<tr>
<td><strong>Stress awareness and management (2.5 hrs)</strong></td>
<td>Scotland’s Mental health First Aid Course – Adult (12.00 hrs, two full days)</td>
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<td>How to manage stress and intervene early</td>
<td>A two day course to explore mental health illnesses and how to help someone in a crisis situation</td>
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<tr>
<td><strong>Attitudes in mental health (2.00hrs)</strong></td>
<td>Scotland’s Mental health First Aid Course – Young People (14 hours, 7 hours of which is face to face)</td>
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<td>How to combat stigma and discrimination, harassment and improve resilience and control</td>
<td>A 14 hour course over a few days which explores mental health illnesses from a young person’s perspective and how to help in a crisis situation</td>
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<tr>
<td><strong>Stress, Anxiety, Depression and Mental Health Improvement (3.50hrs)</strong></td>
<td>Mentally Healthy Workplaces course for Managers and Supervisors (6.50 hrs, a full day)</td>
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<tr>
<td>Broadly cover how people with stress, anxiety and depression can develop coping skills and how they can be supported</td>
<td>Pre reading for 2 hours</td>
</tr>
<tr>
<td><strong>Recovery in Mental health (1.50hrs)</strong></td>
<td>Resilience development (3.50hrs)</td>
</tr>
<tr>
<td>Is recovery in mental health possible and how it plays role in normal life circumstance</td>
<td>Line Managers and Supervisors/co-workers attending this course will leave the workshop with increased knowledge of how to support and help build employee resilience.</td>
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<tr>
<td><strong>Communication, active and non-judgemental listening (2.00hrs)</strong></td>
<td>Mental Health Improvement courses based on staff health needs assessment</td>
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<td>Communication and non-judgemental listening and its role in improving control, confidence and self-belief to improve mental health &amp; wellbeing</td>
<td>Programme can be developed by assessing staff health needs at particular workplaces</td>
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<tr>
<td><strong>Alcohol and Drugs training for managers (3.00hrs)</strong></td>
<td><strong>Sleep – working towards good health(2.5 hrs)</strong></td>
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<tr>
<td>This session will enable employers and managers to create a greater awareness of alcohol and drugs in their workplace and provide them with the knowledge and skills to deal with issues as they arise.</td>
<td>Sleep is important for both Mental and Physical health. This interactive workshop provides tips and techniques to promote a good night’s sleep</td>
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Full descriptors of all the above training courses and costs involved will be available on request to the following contact email
healthdevelopment.associates@sky.com
Other resources being developed

- **Trauma Risk Management (TRiM)** for practitioners and managers by Marching on Stress – May be useful for staff working in intense situations such as ICU, A&E

- **Branching Out Programme** – For staff living with or developing a mental health condition, investing time in the woodland areas to develop physical and mental health – 36 hours over 12 weeks, 3 hours per week

- **Print and electronic resources**
Conclusions

- There is increasing rates of stress and common mental health problems
- In general there is increased psychological and wellbeing problems for e.g losing sense of purpose, sense of achievement, work relationship, work overload, autonomy and control
- Good employer and management support could help improve the current situation
- A range of resources including mental health improvement training and development available
Contacts: Please ask for detail and descriptors of the training you are interested in
HDA Administrator and Coordinator
Healthdevelopment.associates@sky.com