

SHS Committee
2021 Seminar
Stress & Mental Health
update

Activists briefing
Scott Donohoe – Chair

Introduction & context

- 13 years of austerity
- Covid-19 pandemic ongoing
- Members suffering in silence?
- Domestic violence increase significant
- Poor morale & climate of fear
- Increase in Stress, Bullying & M.H. cases
- ILL treatment & longer hours
- Gap between rich & poor wider than ever

Costs to Society – Stress & Mental Health

- HSE data – 17.9 million days lost 2019/20
- Average of 25 days for each worker
- MIND - £26 billion costs of absence
- 347,000 – new cases in 2019/20
- 828,000 total cases in 2019/20
- Lost productivity, benefit payments & health care expenditure
- Mental illness: 40% of new disability cases



Work-related stress, depression or anxiety

828,000

Workers suffering from work-related stress, depression or anxiety (new or long-standing) in 2019/20

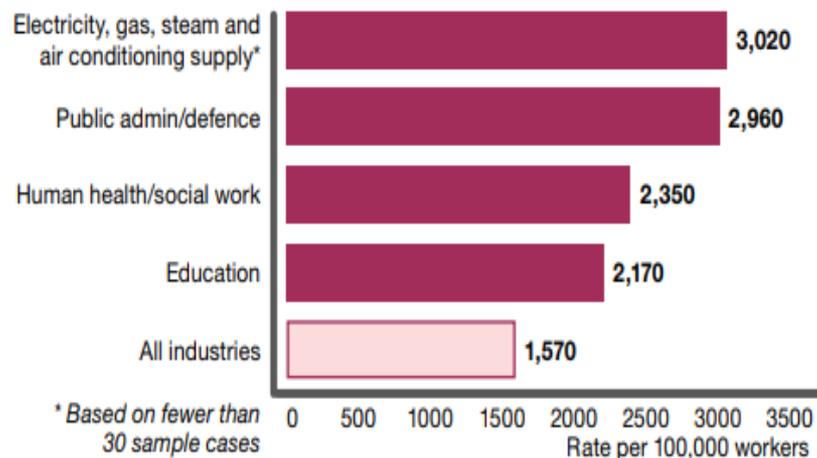
347,000

Workers suffering from a new case of work-related stress, depression or anxiety in 2019/20

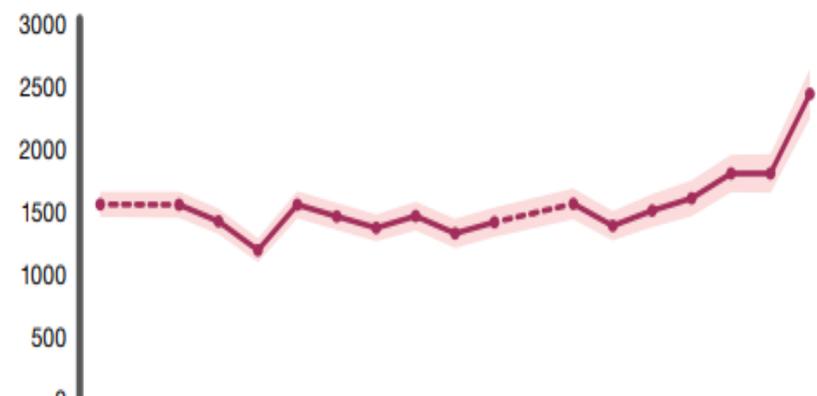
17.9 million

Working days lost due to work-related stress, depression or anxiety in 2019/20

Industries with higher than average rates of stress, depression or anxiety, averaged 2017/18–2019/20



Stress, depression or anxiety per 100,000 workers: new and long-standing



The rate of self-reported work-related stress, depression or anxiety has increased in recent years.

Working days lost per worker due to self-reported work-related stress, depression or anxiety shows no clear trend.

Workload, lack of support, violence, threats or bullying and changes at work are estimated to be the main causes of work-related stress, depression or anxiety based on 2009/10–2011/12 LFS data.

Estimates of work-related stress, depression or anxiety based on self-reports from the Labour Force Survey (LFS).

To find out the story behind the key figures, visit <https://www.hse.gov.uk/statistics/causdis/>



Work-related ill health

1.6 million

Workers suffering from work-related ill health (new or long-standing) in 2019/20

638,000

Workers suffering from a new case of work-related ill health in 2019/20

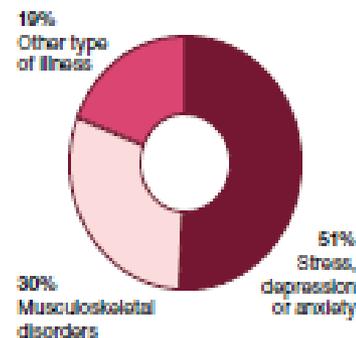
32.5 million

Working days lost due to work-related ill health in 2019/20

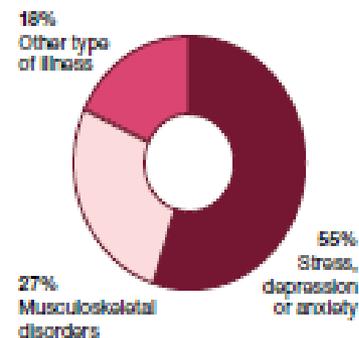
13,000

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

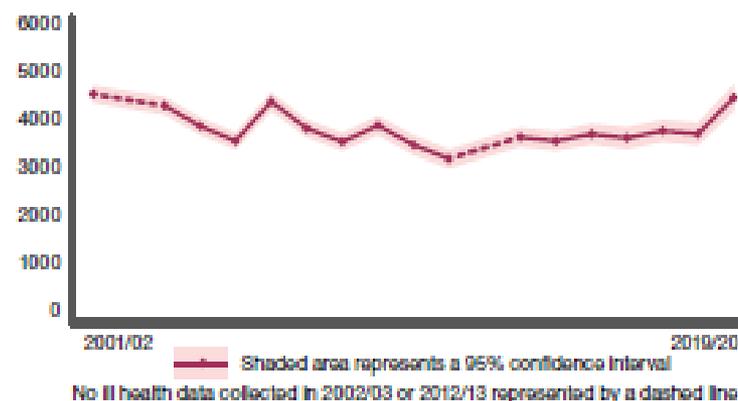
New and long-standing cases of work-related ill health by type, 2019/20



Working days lost by type of ill health, 2019/20



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



The rate of self-reported work-related ill health has been broadly flat in recent years, although 2019/20 is above recent rates.

Similarly, working days lost per worker due to self-reported work-related illness has been broadly flat in recent years, although 2019/20 is above recent rates.

Estimates of ill health based on Labour Force Survey (LFS) self-reports and deaths based on counts from death certificates and estimates from epidemiological information.

To find out the story behind the key figures, visit <https://www.hse.gov.uk/statistics/causdis/>

Reminder – 2019 Violence report

- Over 39,000 incidents reported
- LG – 20,687
- Health - 16714
- Police Scotland – 1685
- Fire & Rescue - 255
- HE – 13 FE - 49
- NDPB's - 30
- Leisure trusts - 121

Good Mental Health?

- The ability to learn
- The ability to feel, express & manage a range of positive & negative emotions
- Ability to form & maintain good relationships with others
- The ability to cope with & manage change & uncertainty
- Positive well being, feeling in control of one's life, valued at home & work

Employer strategies

- Mindfulness
- Resilience training?
- Meditation
- C.B.T.
- Stress awareness
- Wellbeing days
- Diet & exercise advice etc

TUC 2020/21 Safety rep survey

- Mental health concerns and stress: Almost two thirds of safety representatives (65%) said they are dealing with an increased number of mental health concerns since the pandemic began.
- Three quarters (76%) cited stress as a workplace hazard.

TUC 2020/21 Safety Rep survey

- Bi-annual survey of TU activists within UK
- The main workplace issues (2138 reply's)
- Stress (70%)
- Bullying & Harassment (48%)
- Overwork (36%)
- Violence & abuse (32%)
- Slips & trips (30%)
- Long hours (29%)
- Back strains (25%)
- DSE issues (21%)

Stress Risk Assessment

- **Demands:** workload, work patterns, and the work environment
- **Control:** How much say the person has in the way they do their work
- **Support:** encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- **Relationships:** promoting positive working to avoid conflict and dealing with unacceptable behaviour
- **Role:** Whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles
- **Change:** How organisational change (large or small) is managed and communicated in the organisation.

Member Issues

- Anxiety & depression
- Isolation
- Suicidal ideation
- Capability dismissals & Long Covid
- ILL treatment & lack of respect
- Presenteeism – an epidemic?
- Workplace atmosphere
- Targets & surveillance

Activists Issues

- Increasing workload
- More complex issues
- Facility time issues
- Additional support
- More training
- Recruitment
- More activists
- Morale



UK Government MH Report

- Turner/Stevenson review
- *"Thriving at Work"*
- Workplace Mental Health policy & practice
- Report published October 2017
- Number of recommendations
- *"Mental Health Core Standards"*
- 10 year vision

Turner/Stevenson Review

- Produce, implement and communicate a mental health at work plan
- Develop mental health awareness among employees
- Encourage open conversations about mental health and the support available when employees are struggling
- Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development
- Promote effective people management through line managers and supervisors
- Routinely monitor employee mental health and wellbeing.

ISO45003 – Mental Health

- World's first workplace MH standard
- Focus on psychosocial wellbeing of staff
- Covid-19 & returning to the office
- Roles & responsibilities of managers
- Culture, understanding, engagement & comms
- Addressing the issue of stigma
- Measuring, monitor & performance evaluation
- Measure presenteeism as well as absence
- The role of OHP, including psychologists

UK Hazards campaign

- Encourage open conversations without reprisals
- Stop victimization & inappropriate behaviour
- Provide signposting & access to external organisations, SAMH, Samaritans, LifeLink etc
- Investigate, resolve & record ALL work related stress incidents (Accident book)
- Proper support mechanisms

Healthy Workplace indicators

ACAS

- Confident & properly trained managers
- Staff feel valued & involved
- Appropriate use of Occupational health
- Use of early intervention techniques
- Well designed & flexible jobs
- Good management of common health issues
- Mental health, Stress & Musculoskeletal

HSE Enforcement policy

- HSE will consider investigating concerns about work-related stress where there is evidence that several staff are currently experiencing work-related stress or stress related ill health. (It will potentially look at collective issues, where there is evidence of a structural problem.)
- HSE will not investigate individual cases of stress, or individual cases of bullying or harassment, but may consider bullying and harassment as part of a wider organisational failing
- The HSE will expect concerns about work related stress to have been raised with the employer, and for the employer to have been given enough time to respond effectively

UNISON Guides

- Mental Health guidance
- 'See Me See All of US'
- Fair Work framework
- SG 10 year strategy – 2017 to 2027
- MH as a collective issue
- Bargaining on MH policies
- Toolkit
- Checklist
- Letters & Templates
- Issued to Branches & Activists
- Establish good practice
- Challenge bad management
- Share success
- Raise awareness
- Talking to members
- Keep members informed

Activists Zone

- Provide support & guidance
- Peer discussion & back up
- Positive & relaxed environment
- “Letting off steam”
- Difficult cases which can affect us
- Share good practice &/or results
- Classic Rock!
- Every 2/3 months in branch

Branch strategy

- Raise awareness among members
- Training & development of activists
- Strategic discussion with employers
- Promoting through Social media
- Has employer produced MH Action plan?
- Gather stats & information
- Wider debate; Scottish Government & partners
- National & local publicity

Practice what we preach?

“Health is not everything, but without health everything is nothing”

Schopenhauer, 1788-1860

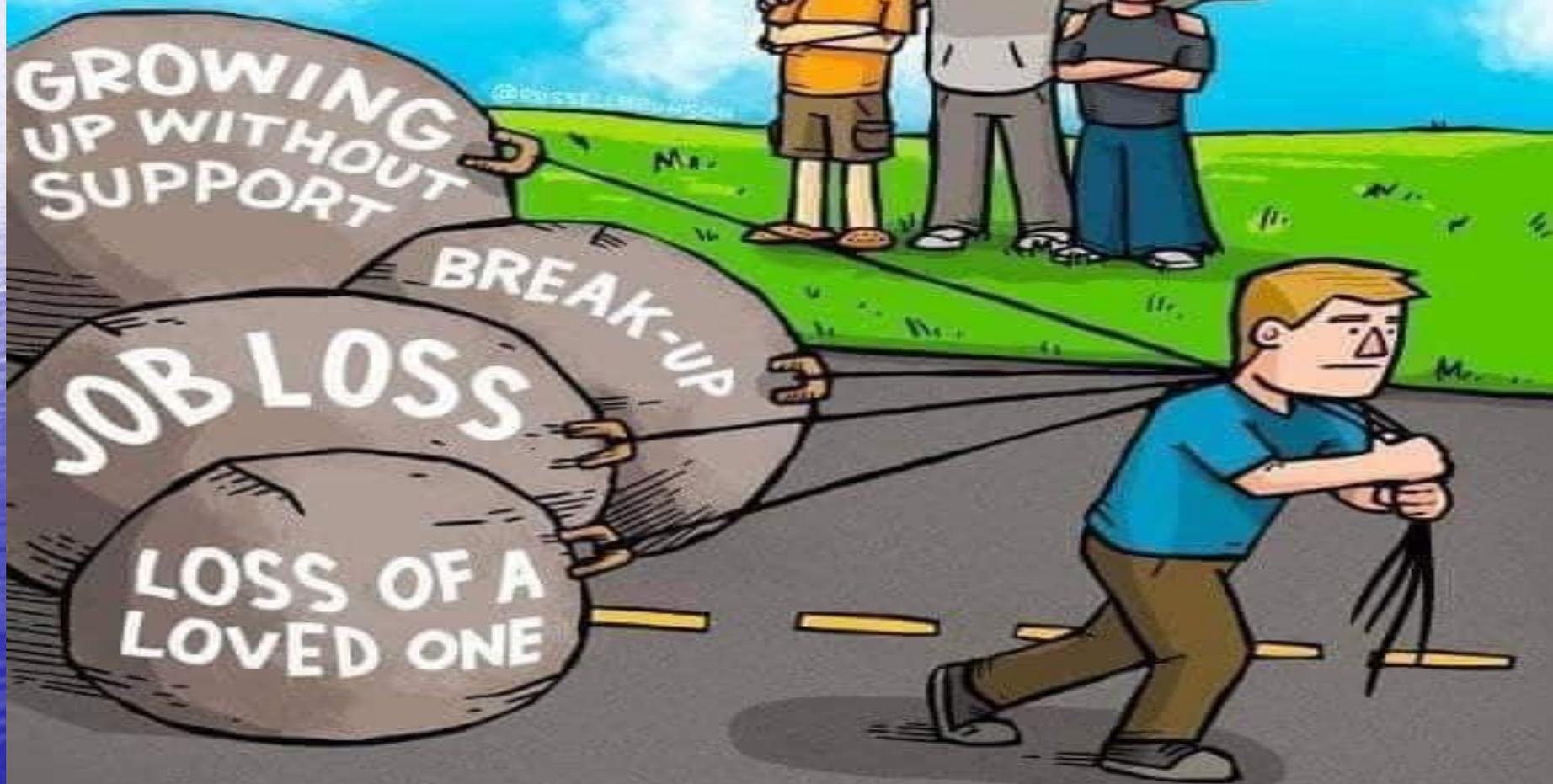
Further information

- Unison.org.uk/safety
- Unison.org.uk/content/uploads/2018/05/25005.pdf
- Seemescotland.org
- Iosh.co.uk
- Hse.gov.uk/stress
- Workstress.net
- Hazards.org
- Scottishhazards.co.uk
- Samh.org.uk

**NEVER JUDGE SOMEONE WITHOUT
KNOWING THE WHOLE STORY**

HE'S SO
NEGATIVE

HE'S SO
WEIRD...



THIS WON'T BE FOREVER

Be Kind
LOOK AFTER EACH OTHER
PHYSICAL DISTANCING NOT SOCIAL...

STAY HOME
STAY SAFE

GIVE THANKS
TO OUR NHS HEROES
& KEY WORKERS



think... what do I have energy for today??

EXERCISE

- Run
- Walk
- Yoga
- Aerobics

LAUGH!

PLAN FOR THE FUTURE

- PLACES TO GO
- BUSINESS PLAN
- THINGS TO DO
- WAYS TO BE

USE THE TIME TO...

- Learn
- Read
- Listen to & Make Music
- COOK
- Journal
- craft
- Make art

HAVE A ROUTINE

- set little goals
- get up & get dressed!
- wear Colour

LOOK AFTER YOUR MENTAL HEALTH

- keep in touch with family & friends
- Play Games (all sorts)
- listen to podcasts

Cut down on Social Media & News channels

Camp out

Dress Up

think!

set little goals

get up & get dressed!

wear Colour

think... what do I have energy for today??

plan your day & week

listen to podcasts

set little goals

get up & get dressed!

wear Colour

think!

plan your day & week

listen to podcasts

set little goals

get up & get dressed!

wear Colour

think!

plan your day & week

listen to podcasts

set little goals

get up & get dressed!

wear Colour



"When I was 5 years old, my mother always told me that happiness was the key to life. When I went to school, they asked me what I wanted to be when I grew up. I wrote down 'happy'. They told me I didn't understand the assignment, and I told them they didn't understand life."

- John Lennon

Time to Talk Day
4 February 2022