

The Importance of Health & Wellbeing

Providing practical information on how organisations can support a healthier workforce

GREATER MANCHESTER
**GOOD
EMPLOYMENT
CHARTER**

Welcome to our 17 new Supporters
and 10 new Members!

Supported by



GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

ANDY BURNHAM
MAYOR OF
GREATER
MANCHESTER

Supporters' Network Webinar
GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

SPEAKERS



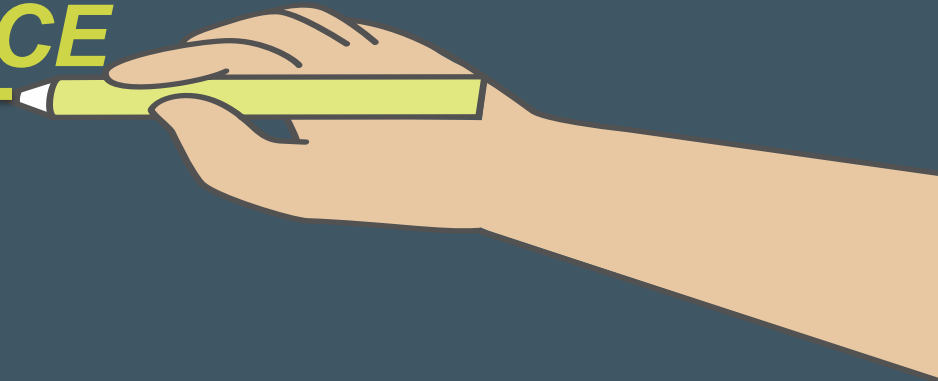
- **Ian MacArthur**, Director of the Greater Manchester Good Employment Charter
- **Hayley Lever**, Exec Lead GM Moving & CEO at GreaterSport
- **Charlene Mulhern**, Mental Wellbeing System Lead at The Health & Social Care Partnership
- **Dr Sally Hemming**, Health & Wellbeing Lead at Ernst & Young

Supported by



Supporters' Network Webinar
GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

MENTAL HEALTH & WELLBEING SUPPORT *IN THE WORKPLACE*



“Mental health is not just the absence of mental disorder. It is a state of wellbeing in which the individual realises his or her own 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.”

- World Health Organisation -

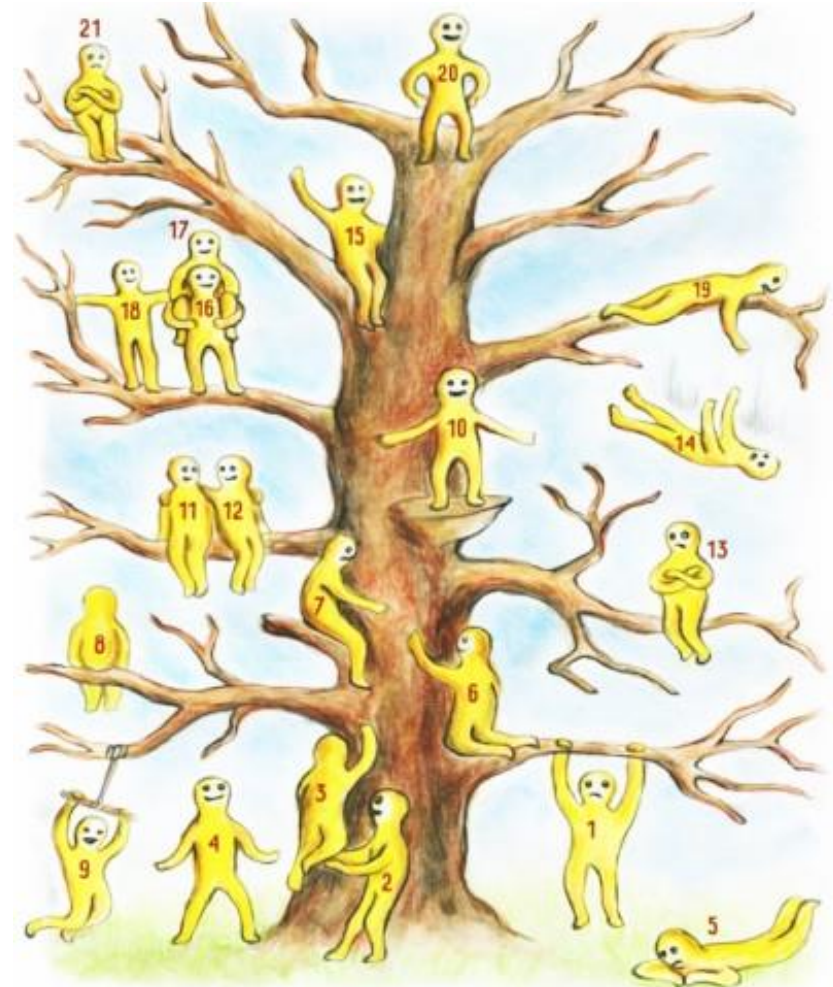
Where are you up to today?

Consider the blob that resembles you the most today.

And how about others around you?

Each of us need something different day to day. Make sure you listen to yourself, *and* those around you.

Source: [The Blob Tree](#) by Pip Wilson



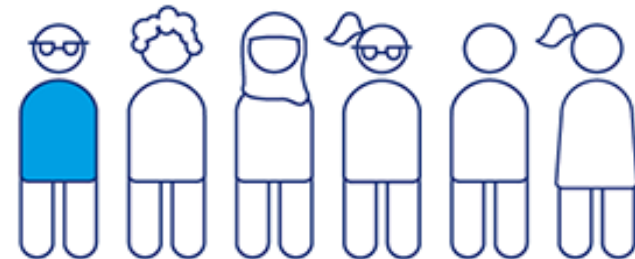
THE SCALE OF THE PROBLEM ACROSS GM



WE ALL HAVE MENTAL HEALTH



- **1 in 6 people** are experiencing a common mental health problem at any point in time.
- In Greater Manchester that is almost **half a million** people.
- **It won't always be the same people.**



MENTAL WELLBEING & WORK



GREATER MANCHESTER WELLBEING TOOLKIT



Accessing the Toolkit:
greater-manchester-mental-health-toolkit-2022.pdf
(gmgoodemploymentcharter.co.uk)

- Actions for employers to support cultivation of good mental wellbeing in the workplace
- Overview of workplace policies
- Guidance on creating positive work culture and supporting employees to return to work
- Support and training for managers
- Methods for external signposting for support
- Measuring success

GREATER MANCHESTER WELLBEING TOOLKIT (SNAPSHOTS)

Actions for employers for good mental health in the workplace



1. Make a commitment to mental health:

- Appoint a senior Mental Health Champion
- Become a member of the Greater Manchester Good Employment Charter
- Listen to employees' views and experiences



2. Build your approach:

- Understand the law
- Assess your needs
- Update your policies
- Create a mental health plan



3. Create a positive culture:

- Promote healthy activities
- Reduce work stresses
- Communicate about wellbeing



4. Provide support and training:

- Share information and policies
- Offer mental health training
- Support line managers



5. Manage mental health:

- Make it safe to disclose mental health difficulties
- Tackle causes of work-related stress



6. Provide the right support:

- Know how to respond when someone asks for help
- Signpost to external support
- Provide a confidential support service



7. Help people to recover:

- Support employees back to work
- Use Access to Work support



8. Go further:

- Measure success
- Keep reviewing your approach
- Share your learning with other employers

1. Make a Commitment to Mental Health
2. Build Your Approach
3. Create a positive culture
4. Provide support and training
5. Manage Mental Health
6. Provide the right support
7. Help people to recover
8. Go further

GREATER MANCHESTER WELLBEING TOOLKIT (SNAPSHOTS)

Introduction & Foreword | About mental health | 1. Make a commitment | 2. Build your approach | 3. Positive culture | 4. Support & training | 5. Managing mental health | 6. Providing the right support | 7. Helping people recover | 8. Going further | Case studies

Mental health key numbers



Mental health problems at work cost employers in the UK a total of **£35 billion a year**

That's the equivalent of every worker in the UK losing a day's pay every year

The cost includes:



£21.2 billion cost of 'presenteeism': where people go to work while unwell



Source: <https://www.centreformentalhealth.org.uk/publications/mental-health>

Understanding key terms

Introduction & Foreword | About mental health | 1. Make a commitment | 2. Build your approach | 3. Positive culture | 4. Support & training | 5. Managing mental health | 6. Providing the right support | 7. Helping people recover | 8. Going further | Case studies



Mental Health

Mental health is a state of mental and psychological wellbeing in which everyone realises their own potential, and can cope with the normal stresses of life.



Mental ill health

Mental ill health describes a state in which a person's emotional or psychological wellbeing is poor and they may be unwell as a result. For some people this might lead to a diagnosis of a mental health condition such as depression, anxiety or psychosis.



Work-related stress

Work-related stress is the response people may have when presented with demands and pressures that are not matched to their abilities, leading to an inability to cope, especially when employees feel they have little support from supervisors and little control over work processes.

The

The Cc pressure on mental as well as physical health across the world. This is due to the direct effects of the virus (for example where people have suffered loss and bereavement, or the trauma of severe illness), the lockdown (for example for those who have been shielding or living in unsafe homes due to overcrowding or violence), and the loss of livelihood or the fear of losing employment. Some of these effects may be short-lived, but for many the mental health impacts will be long-lasting. They may take some time to come to the surface and for some they will be very serious.

Click here for a list of some of the more common conditions

About mental health

Introduction & Foreword | About mental health | 1. Make a commitment | 2. Build your approach | 3. Positive culture | 4. Support & training | 5. Managing mental health | 6. Providing the right support | 7. Helping people recover | 8. Going further | Case studies

What different types of mental health problem are there?

One of the biggest challenges we face is the need to make conversations about mental health more common. A good starting point for this is to learn more about mental health, and particularly mental health problems.

There are a number of different types of mental health problem, and they each have a different impact on the individuals who experience them, as well as their friends and families. Problems can range from anxiety and depressive disorders to much more complex and severe mental health illnesses.

Why this is important to you

Bust some myths by hovering your cursor over the statements below:



Introduction & Foreword | About mental health | 1. Make a commitment | 2. Build your approach | 3. Positive culture | 4. Support & training | 5. Managing mental health | 6. Providing the right support | 7. Helping people recover | 8. Going further | Case studies

Managing sickness absence

Hover your cursor over the boxes below for some general rules that you should follow:

- Fewer than 3 days of sickness absence
- Between 4 and 14 days of sickness absence
- Between 15 and 28 days of sickness absence
- After 28 days of sickness absence

Source HSE

TOOLS AND GUIDANCE FOR DAILY WELLBEING MANAGEMENT AND MENTAL HEALTH SUPPORT



Guides and Resources

Click on each icon to access these resources – all found in the **GM Wellbeing Toolkit**



Greater
Manchester
Health and
Social Care
Partnership

GOOD WELLBEING CONVERSATION GUIDE FOR MANAGERS

1. **Make yourself aware of what support is on offer before the conversation.**
2. **Give some thought to when and where you have the conversation.** Many of us are working remotely and may have lots of other challenges to have discreet conversations. Ask when it is good for your team member to speak so you can talk uninterrupted.
3. **Ask open questions – closed questions don't help a conversation develop or flow.** Below are some more questions you can use.
4. **Actively listen – try not to interrupt, accept pauses in the conversation to allow people to reflect and gather their thoughts.**
5. **Be open and non-judgemental – everyone is different and will experience a range of emotions, reactions and coping mechanisms.** People will also be dealing with a number of different circumstances,



such as working arrangements at home or managing caring responsibilities.

6. **It is great if matters can be resolved together – but if not, we have resources that are here to help**
7. **Summarise the conversation – so that both parties are clear on any agreed actions – This can be done by email, or you can use the Wellbeing Action Plan template**
8. **Regular check ins – schedule regular one to ones, as well as meetings with your team as a whole to ensure they feel supported.**

Greater
Manchester
Health and
Social Care
Partnership

IMPROVE YOUR SLEEP

Giving our body and mind enough time to get ready for bed is an important part of healthy sleep. The problem is that when we are responding to things with a constant state of alertness, and not quite switching off from the messages and emails, our brain doesn't have an opportunity to wind-down and let go of the day.

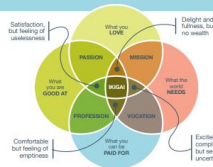


- If you are working shifts, the changing hours can greatly impact on your sleep and general mood. Here are some tips on how to help your body and mind with the changes.
- Try and gradually change your sleep routine over a couple of days if you have a shift change coming. Pay attention to when you eat and drink to help promote regular body cycles.
- Take a power nap to make sure you reduce your sleepiness, as this is more effective than coffee! Remember keep these power naps short, as any more than 30 to 40 mins will mean you are entering deep sleep.
- Try and keep your phones and technology outside your bedrooms. Protect your bedroom from non-sleep activity and technology that might disturb sleep; and if you can, turn off all alerts on your phone while you sleep.
- Stay active during the day and keep up some form of regular and enjoyable physical exercise as part of your routine. Exercise is a helpful way of being alert when you are working and unwinding after a stressful day.

For more support, check out [Sleepio](#) to learn tools and techniques to help get your sleep back on track. For all NHS start click [here](#). Care staff please click [here](#).

Greater
Manchester
Health and
Social Care
Partnership

FINDING YOUR MOTIVATION – IKIGAI



You may have heard of the Japanese concept of *Ikigai* – which simply means 'your reason for being'.

Many of us have had to work and think differently during the pandemic, and this may have led us to think about our direction or purpose – both in work and at home.

This simple tool can help to clarify the things that motivate us and focus on how to develop those things that give us our sense of purpose.

Try it: It's helpful to return to this exercise over time – and align your purpose and drive with your motivations and actions.

Greater
Manchester
Health and
Social Care
Partnership

BETTER BREATHING TO HELP YOUR STRESS

When we are stressed, we tend to breathe faster and shallower. This might feel like a range of physical symptoms, including:

- Shortness of breath
- Chest tightness
- Feeling dizzy and light-headed
- Heart pounding and racing
- Sweating or hot flushes
- Feeling sick



It can be helpful to understand if you normally breathe from your chest (shallow breathing), or your belly (deep breathing) – and how you can practice your breathing techniques to help your stress levels.

- Take a minute to test your breathing:
1. Put one hand on your chest, and one on your belly.
 2. Breathe for a few seconds. Which hand rises?
 3. If it's your chest, you might have developed a habit of shallow breathing.

Try it: It may be helpful to consider yoga or meditation practice, or you may want to download an app to help your breathing – there are lots of options, like Tactical Breather available free from wherever you download your apps.

Greater
Manchester
Health and
Social Care
Partnership

THINKING ABOUT MENOPAUSE

Women make up nearly 80% of the health and care workforce, and every woman goes through menopause at some point in their lives. This usually occurs between the ages of 45 and 55, although there are many reasons why this would occur earlier. It can affect younger women through a premature, medical or surgical menopause. It can also affect transgender and non-binary people.



Statistics suggest that around one in every three women has either experienced or is currently going through menopause – which will have an impact on both work and home lives. It is important to make sure we have a good understanding of what it is and how we can support ourselves and colleagues.

What is menopause?
Menopause is a natural transition stage in most women's lives. It is marked by hormonal changes in a woman's reproductive cycle, and has four key stages:

- **Pre-menopause:** the stage before any menopausal symptoms occur
- **Peri-menopause:** when a woman experiences menopausal symptoms due to hormone changes, but still has her period
- **Menopause:** when a woman has not had a period for 12 consecutive months
- **Post-menopause:** the time in a woman's life after she has not had a period for 12 consecutive months

Greater
Manchester
Health and
Social Care
Partnership

DEALING WITH ANXIETY – WHAT'S IN YOUR CONTROL?

OUTSIDE MY
CONTROL



It's completely normal to be experiencing a wide range of emotions. Accepting your feelings is an important first step to building resilience.

If you are prone to worrying about the 'what if?' questions it may be helpful to practice actively noticing these thoughts and then redirecting your attention to things within your control. Research shows that when we shift our focus to what we can control, we see meaningful and lasting differences in our wellbeing, health, and performance.

Remember: You cannot stop thinking about the 'what if's', but you can control your responses to them.

Greater
Manchester
Health and
Social Care
Partnership

BUDDY GUIDE



There is very good evidence that peer to peer support can have a positive impact on mental health. Much of the resilience of an organisation may lie in the social bonds between staff members rather than within individuals.

The primary role of a buddy is to take a little time to check-in with a friendly face, and offer a listening ear and support when needed.

Connect

CHANGING THE CONVERSATION ON MENTAL WELLBEING



online

Connect 5
CHANGING THE CONVERSATION ON MENTAL WELLBEING

Session 1

Connect 5
CHANGING THE CONVERSATION ON MENTAL WELLBEING

Session 2

Connect 5
CHANGING THE CONVERSATION ON MENTAL WELLBEING

Session 3

**Module 1:
Brief Mental
Wellbeing
Advice**

**Module 2:
Brief Mental
Wellbeing
Intervention**

**Module 3:
Extended
Mental
Wellbeing
Intervention**

REGISTER

TODAY!



LIVING LIFE TO THE FULL

Living Life
To The Full

Free online mental
wellbeing courses
and e-books

e-books are available in
15 different languages

www.gmlifeskills.com

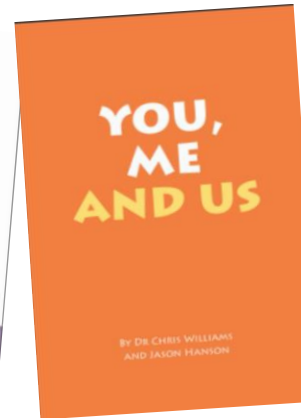
GMCA



NHS

in Greater Manchester

Living Life to the Full provides free online courses for Greater Manchester staff and residents covering low mood, stress and resiliency. Work out why you feel as you do, how to tackle problems, build confidence, get going again, feel happier, stay calm, tackle upsetting thinking and more. www.gmlifeskills.com



e-books are available in 15 community languages.

We are training trainers who are delivering in person LLTTF classes in bite-size sessions in the community over 6 weeks for those who prefer classes.

Suicide Prevention

Suicide Prevention. Learn to save a life in 20mins.

This online training aims to give you the skills and confidence to help someone who may be considering suicide.

It focuses on breaking stigma and encouraging open conversations.

It can be freely accessed at any time:

shiningalightonsuicide.org.uk/learn-to-save-a-life/

For more information on support available visit: Shining a Light on Suicide | Together we can help prevent suicide



SILVERCLOUD



SilverCloud

SilverCloud offers online programmes for adults (aged 16 years+) to help ease your levels of stress, sleep better or to build resilience. You can choose to use any of the programmes. They are self-help, confidential and secure.

Instant access to self-help support:

<https://GM.silvercloudhealth.com/signup>

KOOTH

koo**th**



Kooth – for children and young people aged 11 to 18yrs - www.kooth.com/

You can:

- Chat to their friendly counsellors
- Read articles written by young people
- Get support from the Kooth community

Greater Manchester Bereavement Service

Greater Manchester Bereavement Service can help to find support for anyone in Greater Manchester that has been bereaved or affected by a death. No one needs to feel alone as they deal with their grief (Personal, Professional, and by Suicide)



Offering telephone support for those bereaved or affected by a death. Providing information to help with practical issues and details of bereavement support that is available across Greater Manchester and nationally.



Monday to Friday, 9am to 5pm (except bank holidays)

Tel: 0161- 983-0902

Email: salccg.gm.bs@nhs.net

Website: Greater-Manchester-Bereavement-Service.org.uk



THANK YOU

Contact us

If you have any queries about these guidelines, contact the
GMHSC communications team:
gm.hsccomms@nhs.net

www.gmhsc.org.uk
[@GM_HSC](#)



Let's Talk About Wellbeing

Dr Sally Hemming
UKI Health & Wellbeing Lead

Wellbeing is not sushi for lunch, a smoothie or a game of ping pong. It's strategic, changing the culture. Sir Cary Cooper

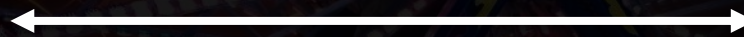


Building a better
working world

Busyness - The state or condition of having a great deal to do.

- ▶ On a scale of 0 – 10, how much have you got on your plate right now?

I do not have much on my plate. I can cope.



I have too much on my plate. I am unsure I will or cannot cope.



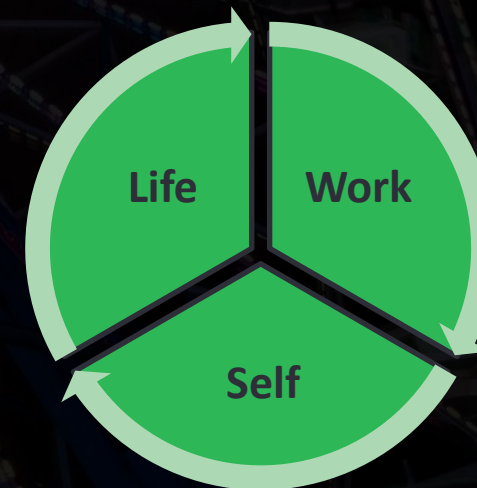
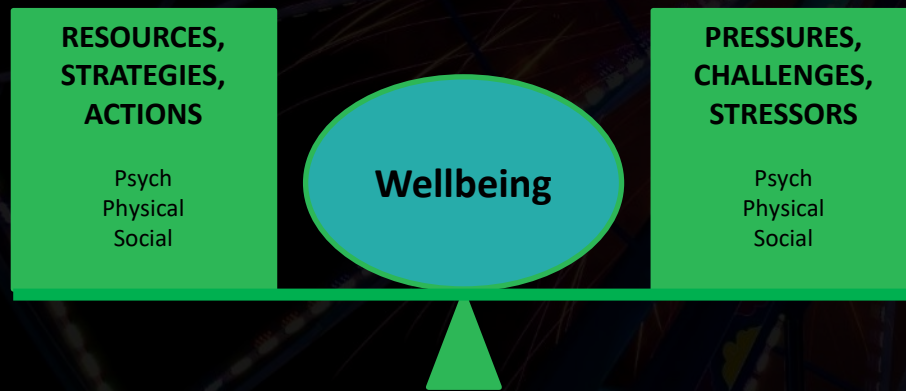
Wellbeing Factors

Resources

- ▶ Actions, behaviour & habits
 - ▶ Thoughts & decisions
 - ▶ Support incl. mgrs & peers
 - ▶ Workplace tools
 - ▶ Vitality & agility

Pressures

- ▶ Work, life & self characteristics
 - ▶ Relationships
 - ▶ Demands, change, & control
 - ▶ Support
 - ▶ Experiences



THANK YOU!

GREATER MANCHESTER
**GOOD
EMPLOYMENT
CHARTER**

Listen to 'Good Employment Chatter' today:

gmgoodemploymentcharter.co.uk/podcast



#GoodEmployment

Supported by



GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

ANDY BURNHAM
MAYOR OF
GREATER
MANCHESTER

Supporters' Network Webinar
GREATER MANCHESTER GOOD EMPLOYMENT CHARTER