

Time to Change – Mental Health Pledge

Author: Dr Anne de Bono / Dr Charles Goss, Occupational Health Consultants and Kalwant Khaira – HR Lead

Sponsor: Louise Tibbert, Director of Workforce and Organisational Development

Trust Board paper H

Executive Summary

Context

1 in 4 British workers are affected by conditions like anxiety, depression and stress every year. Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year.

Ensuring the health and wellbeing of the workforce is a recognized to be important and we have already done much to facilitate this at UHL. Nonetheless mental ill health, i.e. anxiety / stress / depression / other psychiatric illnesses, remains the single most common main reason for sickness absence here.

Looking beyond UHL may help us to identify more that we can do to change the way people think and act about mental health at work. It is proposed that UHL signs up to a national initiative “Time to Change”.

Questions

1. What is “Time to Change”?
2. Why should UHL sign up?
3. What do we need to do to sign up and implement “Time to Change”

Conclusion

1. Time to Change is a national initiative that began in 2007 to end discrimination related to mental health issues.
2. At UHL anxiety / stress / depression / other psychiatric illnesses are the main reason for sickness absence for the period June 16 – May 17 (33499 days were lost in 760 episodes) – but the total figure for mental health problems, amongst our workforce, is likely to be much higher.
3. The first step is to develop an action plan, agree the executive sponsor, and plan the launch event. The attached action plan has been developed in consultation with Occupational Health, Amica, HR and the UHL Health and Wellbeing Steering Group.
The Time to Change initiative and action plan has been approved by the Executive Workforce Board on 18 July 2017

Input Sought

The Trust Board is asked to support the Action Plan and its implementation across the Trust as outlined in the action Plan and attached presentation slides.

For Reference

Edit as appropriate:

1. The following objectives were considered when preparing this report:

Safe, high quality, patient centred healthcare	[Yes]
Effective, integrated emergency care	[Yes]
Consistently meeting national access standards	[Yes]
Integrated care in partnership with others	[Yes]
Enhanced delivery in research, innovation & ed'	[Yes]
A caring, professional, engaged workforce	[Yes]
Clinically sustainable services with excellent facilities	[Yes]
Financially sustainable NHS organisation	[Yes]
Enabled by excellent IM&T	[Not applicable]

2. This matter relates to the following governance initiatives:

Organisational Risk Register	[No]
Board Assurance Framework	[Yes]

3. Related Patient and Public Involvement actions taken, or to be taken: [Not applicable]

4. Results of any Equality Impact Assessment, relating to this matter: [Considered in accordance with the Equality Act and legal advice reflected in terms of the scheme]

5. Scheduled date for the next paper on this topic: [Quarterly]

6. Executive Summaries should not exceed 1 page. [My paper does comply]

7. Papers should not exceed 7 pages. [My paper does comply]

hello my name is...



Dr Anne de Bono and
Dr Charles Goss, OH Consultants
Kalwant Khaira, HR Lead

One team shared values



Time to Change

*“changing how we think and act
about mental health”*

One team shared values



What is Time to Change?

Caring at its best

- National initiative that began in 2007 to end mental health discrimination
- 491 organisations have signed the pledge (*including John Lewis, Circle Nottingham, Derby CHS, UoL, HEE, LPT, IBM*)
- Time to Change works with organisations to develop an action plan to get employees talking about mental health.
- The action plan is the heart of your Employer Pledge commitment to change how your workplace thinks and acts about mental health problems.

One team shared values



Time to Change Action Plan

7 key principles:

1. Demonstrate senior level buy-in
2. Demonstrate accountability and recruit Employee Champions
3. Raise awareness about mental health
4. Update and implement policies to address mental health problems in the workplace
5. Ask staff to share personal experiences of mental health problems
6. Equip line managers to have conversations about mental health
7. Provide information about mental health and signpost to support services

One team shared values



Why should UHL sign up? (1)

Caring at its best

We have already made progress :

- Ensuring the Equality Act is reflected in key policies (sickness and stress management), Health and Wellbeing Strategy, Reasonable Adjustments Guide, Emotional Resilience Training, Wellbeing at Work, Amica, OH etc.

But we need to do more:

- 1 in 4 British workers are affected by conditions like anxiety, depression and stress every year
- Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year
- At UHL Anxiety / stress / depression / other psychiatric illnesses are the main reason for sickness absence for the period June 16 – May 17 (33,499 days lost and 760 episodes) – but this figure is likely to be much higher:
 - Time to Change reports 95% of employees calling in sick with stress gave a different reason
 - It also doesn't account for people who do not take sick leave

One team shared values



Why should UHL sign up? (2)

Caring at its best

Looking after the mental health of our workforce makes business sense:

- Tackling stigma can make a real difference to sickness absence rates, presenteeism levels, staff wellbeing and productivity, and retention.
- Improved patient care
- Financial savings
- CQUIN
- Since signing the Employer Pledge, 95% of employers said it had a positive impact on their organisation.

One team shared values



UHL's "Time to Change" Pledge

Caring at its best

"At University Hospitals of Leicester NHS Trust we pledge to create a culture where our staff feel they can openly discuss and manage their mental health and wellbeing. We will raise awareness of the importance of mental health and wellbeing at work, encourage staff to share their experience to break down stigma".

One team shared values



Next Steps.....

- Agree Executive Sponsor
- EWB support for 'Time to Change' and the UHL Action Plan
- Submit the UHL Action Plan
- Launch "Time to Change" at the Leadership Conference – 25 September 2017
- As leaders share your staff stories and set out your pledges
- Quarterly updates via Chief Executive briefings
- Implementing the Action Plan
- Communications Plan

One team shared values



Employer Pledge Action Plan

Action plan principle	Activity description	Internal lead(s)	Timescales	Performance measure(s)
<p>Demonstrate senior level buy-in</p> <p>How will you show that your senior leaders are committed to addressing mental health in the workplace?</p>	<p>List at least one tangible activity your organisation has planned to tackle mental health stigma and discrimination for each action plan principle.</p> <p>Propose led by Chief Executive</p> <p>Endorsed by Executive Workforce Board, launched through Leadership Conference – 25 September 2017</p> <p>Embedded through the Chief Executives Briefing</p> <p>Review and report absences due to mental health problems through the UHL Health and Wellbeing Group and HR Team to share with CMG's to develop corporate and local actions.</p> <p>Report progress, updates and issues via the UHL Health and Wellbeing Group</p>	<p>Outline who is responsible for each activity</p> <p>K Khaira / L Milnes</p> <p>L Milnes / H R Lead / Head of Operations</p>	<p>Provide planned timescales and dates</p> <p>July to September 2017</p> <p>November 2017</p> <p>September 2017 and quarterly thereafter</p>	<p>Outline how you will monitor impact and success</p> <p>Senior leaders sharing their staff stories / health and wellbeing pledges</p>

time to change

let's end mental health discrimination

<p>Demonstrate accountability and recruit Employee Champions</p> <p>How will you ensure that this action plan is successfully implemented?</p> <p>How will you recruit Employee Champions to support your work?</p>	<p>Health and Wellbeing Champions</p> <p>Collate staff stories (may be anonymised)</p> <p>Recruit further Health and Wellbeing Champions who have had personal experience of mental health directly or indirectly. This will be targeted at individuals who have suffered from mental health or managed someone with mental health problems to understand their experience and seek their support to help others.</p>	<p>L Milnes</p> <p>G Price, J Clayton, K Khaira</p> <p>L Milnes</p>	<p>July 2017 and ongoing</p>	<p>Increased number of Health and Wellbeing Champions</p> <p>Staff stories</p>
--	--	--	------------------------------	--



Funded by



<p>Raise awareness about mental health</p> <p>How will you get your employees talking about mental health?</p>	<p>Use April Mental Health month talk about “Time to Change”, and seek staff experience and views.</p>	L Milnes	April 2017	Staff stories
	<p>Also tell staff about support available at UHL – Amica, OH, Policies and Procedures (Stress Management, Sickness Management, Reasonable Adjustments Guide, Disability Policy), Emotional Resilience Training, Health and Wellbeing Champions, Wellbeing at Work.</p>			
	<p>Build a resource library for all staff to access via the intranet. This will be developed from information from April Mental Health month, UHL Mental Health Nurses, OH, Amica, HR and Equality and Diversity, Time to Change national resources.</p>	Health and Wellbeing Lead		
	<p>Draft guidance for staff on when they may wish to seek support, and how Occupational Health and Amica can help.</p>	Occupational Health and Amica	September 2017	
	<p>Promote mental health resources through the Health and Wellbeing Notice Boards, OH and Amica waiting rooms and social media.</p>	G Price, J Clayton, K Khaira, L Milnes	July – September 2017	

time to change

let's end mental health discrimination

<p>Update and implement policies to address mental health problems in the workplace</p> <p>How easy is it for an employee struggling with a mental health problem, or their line manager, to find out how your organisation will treat them?</p> <p>How can you change your policies to encourage those with mental health problems to come forward?</p>	<p>Collate information around mental health problems in one place</p> <p>Include in the Sickness Management Training, Emotional Resilience Training and Stress Management e-learning a definition of mental health, how to manage and support staff with mental health problems.</p> <p>Raise mental health awareness through unconscious bias training.</p> <p>Senior management and HR overview of the management of sickness absence through “making it happen” meetings to ensure staff support for mental health problems and other conditions.</p> <p>UHL will be involved in the National Institute for Health (NIHR) funded project as a pilot site, to investigate interventions which facilitate the return to work of NHS staff with common mental health problems</p>	<p>K Khaira</p> <p>K Khaira G Price</p> <p>Equality Lead</p> <p>HR Teams with Head of Operations / Head of Nursing</p> <p>Occupational Health</p>	<p>September 2017</p> <p>Quarterly</p> <p>2017</p>	<p>Staff Stories</p> <p>Reviewing findings and adopting best practice</p>
---	---	---	--	---



Funded by



time to change

let's end mental health discrimination

<p>Ask your employees to share their personal experiences of mental health problems</p> <p>How will you get your employees to share their experience of mental health problems at an organisation-wide level? e.g through intranet posts or newsletters</p>	<p>Through posters and the intranet communications, ask staff to share their personal experience of mental health directly or indirectly. This information will be used to inform how we manage mental health, changes required and sharing information.</p> <p>Staff stories (may be anonymised)</p> <p>Health and wellbeing pledge to promote positive mental health at UHL</p>	<p>G Price, D Baker, J Clayton, K Khaira</p> <p>L Milnes</p>	<p>September 2017 and ongoing</p>	<p>Staff stories</p>
<p>Equip line managers to have conversations about mental health</p> <p>How will you ensure all of your line managers feel comfortable discussing mental health with their line reports?</p>	<p>Through the face to face sickness management training, Stress Management e-learning, and Emotional Resilience Training.</p> <p>Discuss health and wellbeing during annual appraisal (including mental health and stress)</p>	<p>K Khaira G Price</p> <p>Line Managers</p>	<p>September 2017</p> <p>In place</p>	<p>Staff stories</p> <p>Adjustments and support discussed and implemented</p>



Funded by



time to change

let's end mental health discrimination

<p>Provide information about mental health and signpost to support services</p> <p>How will you ensure your employees have easy access to information on mental health and where to find help?</p>	<p>Build a resource library for all staff to access via the intranet. This will be developed from information from April Mental Health month, UHL Mental Health Nurses, OH, Amica, HR and Equality and Diversity, Time to Change national resources.</p> <p>Promote mental health resources through the Health and Wellbeing Notice Boards, OH and Amica waiting rooms and social media.</p>	<p>K Khaira / L Milnes</p> <p>G Price, D Barlow, J Clayton, K Khaira</p>	<p>September to November 2017</p>	
---	--	--	-----------------------------------	--



Funded by



time to change

let's end mental health discrimination

Tell the world about your Employer Pledge commitment!

Website summary

Tell the world about your Employer Pledge commitment!

Website summary

Once you have signed the Pledge we will add your logo to our pledge wall of [employer case studies](#) within **five working days** of your event. Please supply us with a summary of your pledge commitment and any activity you are planning on doing to accompany your logo. **Please note:** we may edit the text before it is published on the website.

“At University Hospitals of Leicester NHS Trust we pledge to create a culture where our staff feel they can openly discuss and manage their mental health and wellbeing. We will raise awareness of the importance of mental health and wellbeing at work, encourage staff to share their experience to break down stigma”.

Have you:

- ✓ Completed your action plan?
- ✓ Written a website summary of your activity?
- ✓ Got a copy of your logo in JPG format?
- ✓ Arranged a date for your signing?
- ✓ Got the name of who is signing the pledge on behalf of your organisation?
- ✓ Arranged a location for the signing?



Funded by

