



## Summary

Healthy workplaces benefit the whole population – not just those who experience mental health conditions – and they are good for business.

Employers may fail to provide supportive workplaces because they do not understand the case for action on well-being or managers may not recognise the mental health issues at work. Small businesses in particular are not incentivised to act on well-being, and occupational health support may be difficult to access.

The Government will work with employers to improve health and well-being for everyone - promoting good work, productive workplaces, healthier teams and supportive environments that recognise work can be part of the solution. Good work can help recovery, prevent distress and reduce the likelihood of mental health conditions developing or worsening.

## Key Commitments

Encourage managers to use HSE's Competency Framework for Line Managers.

Establish a Great Britain-wide network of Health Work and Well-being Coordinators to champion integration of health and work

Establish a Challenge Fund for small businesses to promote good mental health

Publicise good practice for mentally healthy workplaces and business to business support

Provide better information about locally available health and well-being advice, support and services

Encourage employers to commit to training for managers to support mental health and well-being at work

## Initiatives and Websites

HSE Management Competency Tool:  
[www.hse.gov.uk/STRESS/furtheradvice/managementcompetencies.htm](http://www.hse.gov.uk/STRESS/furtheradvice/managementcompetencies.htm)

HWWB Coordinators pages:  
[www.workingforhealth.gov.uk/Initiatives/hwwb-co-ordinators/Default.aspx](http://www.workingforhealth.gov.uk/Initiatives/hwwb-co-ordinators/Default.aspx)

HWWB Challenge Fund pages:  
[www.workingforhealth.gov.uk/Initiatives/ChallengeFund/Default.aspx](http://www.workingforhealth.gov.uk/Initiatives/ChallengeFund/Default.aspx)

Shift Review Panel of good practice:  
[www.shift.org.uk/work/employment/reviewpanel/](http://www.shift.org.uk/work/employment/reviewpanel/)

Mindful Employer index to local support:  
[www.mindfulemployer.net/contact.html](http://www.mindfulemployer.net/contact.html)

Mental Health Training pages:  
[www.mhfaengland.org.uk](http://www.mhfaengland.org.uk)



## Summary

It is vital that employers and GPs intervene swiftly when people with mental health conditions or experiencing distress fall ill and take sick leave in order to prevent lengthy absences or job loss.

Effectively managing sickness absences benefits both individuals and businesses and the Government is developing programmes to support businesses and prepare individuals to return to work.

Healthcare professionals, including GPs may not recognise the positive link between work and good mental health and the Government is working with medical professional bodies to provide GPs with the training and tools to support back-to-work initiatives.

## Key Commitments

Introduction of a revised medical statement, the fit note, enabling the GP to provide better return to work advice

Improve access to advice and support services dealing with employment, debt and financial advice

Easier access to practical advice on mental health conditions and/or distress at work through an occupational health helpline for smaller businesses in nine pilot sites

We will work with UK Rehabilitation Council partners to promote and embed quality standards for retention and rehabilitation services within the industry.

Encourage employers to train managers in absence management, rehabilitation and job retention.

Embedding employment advisers within psychological therapy programmes

## Initiatives and Websites

DWP Health and Work pages for Healthcare professionals: [www.dwp.gov.uk/healthcare-professional/health-and-work/](http://www.dwp.gov.uk/healthcare-professional/health-and-work/)

Government debt management pages: [www.direct.gov.uk/en/MoneyTaxAndBenefits/ManagingDebt/index.htm](http://www.direct.gov.uk/en/MoneyTaxAndBenefits/ManagingDebt/index.htm)

HWWB helpline pilots page: [www.workingforhealth.gov.uk/Initiatives/OccupationalHealth/Default.aspx](http://www.workingforhealth.gov.uk/Initiatives/OccupationalHealth/Default.aspx)

UK Rehabilitation Council pages: [www.rehabcouncil.org.uk/ukrc/pages/home.aspx](http://www.rehabcouncil.org.uk/ukrc/pages/home.aspx)

HSE sickness absence toolkit pages: [www.hse.gov.uk/sicknessabsence/toolkit.htm](http://www.hse.gov.uk/sicknessabsence/toolkit.htm)

DH IAPT (Improving Access to Psychological Therapies) page: [www.iapt.nhs.uk/](http://www.iapt.nhs.uk/)

HWWB Employment Advisors page: [www.workingforhealth.gov.uk/Initiatives/employment-advisers-in-the-IAPT-programme/Default.aspx](http://www.workingforhealth.gov.uk/Initiatives/employment-advisers-in-the-IAPT-programme/Default.aspx)



## Summary

Well-managed work can benefit personal and family health and play a positive role in supporting individuals to develop their own well-being.

Moving people with all mental health conditions quickly out of unemployment will guard against further deterioration in health.

Most people who have been out of work for some time require co-ordinated, tailored support to help get them back into the labour market and stay there.

The Government is acting to join up its efforts and to improve the mental health focus in front-line employment support and the work focus in health services.

## Key Commitments

Introduce a new mental health co-ordinator role in every Jobcentre Plus District in Great Britain

Research the occurrence and impact of psychological distress in newly unemployed people

Introduce, Work Choice, to replace Workstep with a greater emphasis on supporting people who have mental health conditions

Improve mental health and employment advice and guidance to employment advisers, providers and individuals

Develop practical support pathways between employment services, health and social care providers and the third sector

We will redesign the Access to Work programme to better support people with mental health conditions, including those whose conditions fluctuate.

## Initiatives and Websites

Jobcentre Plus Employers Index pages:  
[www.jobcentreplus.gov.uk/JCP/Employers/index.html](http://www.jobcentreplus.gov.uk/JCP/Employers/index.html)

Research paper on review of downturn on disadvantaged groups, search for:  
[research.dwp.gov.uk/asd/asd5/WP68.pdf](http://research.dwp.gov.uk/asd/asd5/WP68.pdf)

Index page for new programmes:  
[www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG\\_4001973](http://www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG_4001973)

Disability Employment Advisors pages:  
[www.jobcentreplus.gov.uk/JCP/Customers/Disabled\\_People\\_and\\_Carers/Dev\\_015099.xml.html](http://www.jobcentreplus.gov.uk/JCP/Customers/Disabled_People_and_Carers/Dev_015099.xml.html)

'Find your way back to work campaign' pages:  
<http://backtowork.direct.gov.uk/index.html>

Access to Work page:  
[www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG\\_4000347](http://www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG_4000347)



## Summary

People with mental health conditions are too often held back from participating fully in the labour market by widespread stigma and a prevailing culture of low expectations.

To achieve the aims of this framework we need a better understanding of the nature of mental well-being, and a changed view of the role of work, creating a culture where people feel confident that the effects of their condition can be discussed, understood and acted on without discrimination.

We will also promote the five steps for personal mental health and well-being identified by the Foresight Report into Mental Capital and Well-being (see page 6.)

## Key Commitments

Use the Equality Bill to strengthen and streamline anti-discrimination legislation, to make it easier for disabled people and employers to understand and operate

Learn from successful awareness-raising programmes to develop further initiatives that tackle mental health stigma and low expectations of the capabilities of people with mental health conditions

Demonstrate the positive links between mental and physical health and well-being

Encourage employers (especially the public sector) to offer more employment opportunities

Encourage people to take simple steps to maintain good physical and mental health at work

Encourage employers to support skills for life training

## Initiatives and Websites

Equalities Bill website: [www.equalities.gov.uk/equality\\_bill.aspx](http://www.equalities.gov.uk/equality_bill.aspx)

National campaign websites:  
[www.time-to-change.org.uk/](http://www.time-to-change.org.uk/)  
[www.bbc.co.uk/headroom](http://www.bbc.co.uk/headroom)  
[www.seemescotland.org.uk](http://www.seemescotland.org.uk)

Government health and work website:  
[www.workingforhealth.gov.uk/documents/mental-health-and-work.pdf](http://www.workingforhealth.gov.uk/documents/mental-health-and-work.pdf)

'Work, Recovery and Inclusion' web page:  
[www.nmhdu.org.uk/WRIplan](http://www.nmhdu.org.uk/WRIplan)

NHS information pages:  
[www.nhs.uk/Livewell/MentalHealth/Pages/Mentalhealthhome.aspx](http://www.nhs.uk/Livewell/MentalHealth/Pages/Mentalhealthhome.aspx)  
(also see Page Six for the 'Foresight Five')

Government 'Skills for Life' website:  
[www.skillsforlifenet.com/](http://www.skillsforlifenet.com/)



## Summary

The importance of developing the skills to adapt to adverse circumstances or events cannot be underestimated. Building such resilience starts in childhood and it is a vital role for educational services to perform.

Governments across Great Britain are working to promote skills that support resilience and well-being in schools and through other services and deliver joined-up specialist support to young people who have mental health conditions.

### Connect...

With the people around you. With family, friends, colleagues and neighbours. At home, work, school or in your local community.

### Be active...

Go for a walk or run, cycle, play a game or dance! Discover a physical activity you enjoy and that suits your level of mobility and fitness.

## Key Commitments

Progress the recommendations from the recent Children and Adolescent Mental Health Services (CAMHS) Review

Use new pupil level well-being indicators to capture health and well-being outcomes and perceptions as part of a new School Report Card

Develop school health teams in every local area as part of delivering the Healthy Child Programme for 5-19 year olds

## The Foresight Five

### Take notice...

Be curious, notice the changing seasons, savour the moment, whether you are walking to work, eating lunch or talking to friends. Reflecting on your experiences will help you appreciate what matters to you.

For more information: [www.foresight.gov.uk/OurWork/ActiveProjects/Mental%20Capital/Welcome.asp](http://www.foresight.gov.uk/OurWork/ActiveProjects/Mental%20Capital/Welcome.asp)

## Initiatives and Websites

CAMHS Review page:  
[www.dcsf.gov.uk/CAMHSreview/](http://www.dcsf.gov.uk/CAMHSreview/)

DCSF School Report Card pages:  
<http://publications.dcsf.gov.uk/default.aspx?PageFunction=productdetails&PageMode=publications&ProductId=DCSF-00664-2009>

Targeted Mental Health in Schools Project page: [www.dcsf.gov.uk/everychildmatters/healthandwellbeing/mentalhealthissues/tmhsproject/tmhs/](http://www.dcsf.gov.uk/everychildmatters/healthandwellbeing/mentalhealthissues/tmhsproject/tmhs/)

### Keep learning...

Try something new. Rediscover an old interest. Take on a different responsibility. Learn how to cook your favourite food. Learning new things increases confidence as well as being fun.

### Give ...

Do something nice for a friend, or a stranger. Seeing yourself, and your happiness, linked to the community can be incredibly rewarding and creates connections with the people around you.