

'Have we taken the 'Mental Safety' out of 'Health and Safety''



SPORTS
Sports psychology sessions to improve your mind's performance

STRESS
Motivational coaching to help you & your staff beat stress

ADDICTION
Programs to help stop smoking, drinking, gambling & lose weight

ADDICTIONS AND SPORTS PSYCHOLOGY CENTRE
UC-MINDSOLUTIONS

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Question:
Do these guys look safe and protected at work?





QUESTION:

-Why is Mental safety at work as important as Physical Safety?

-What do employers gain from creating a mentally safer workplace?



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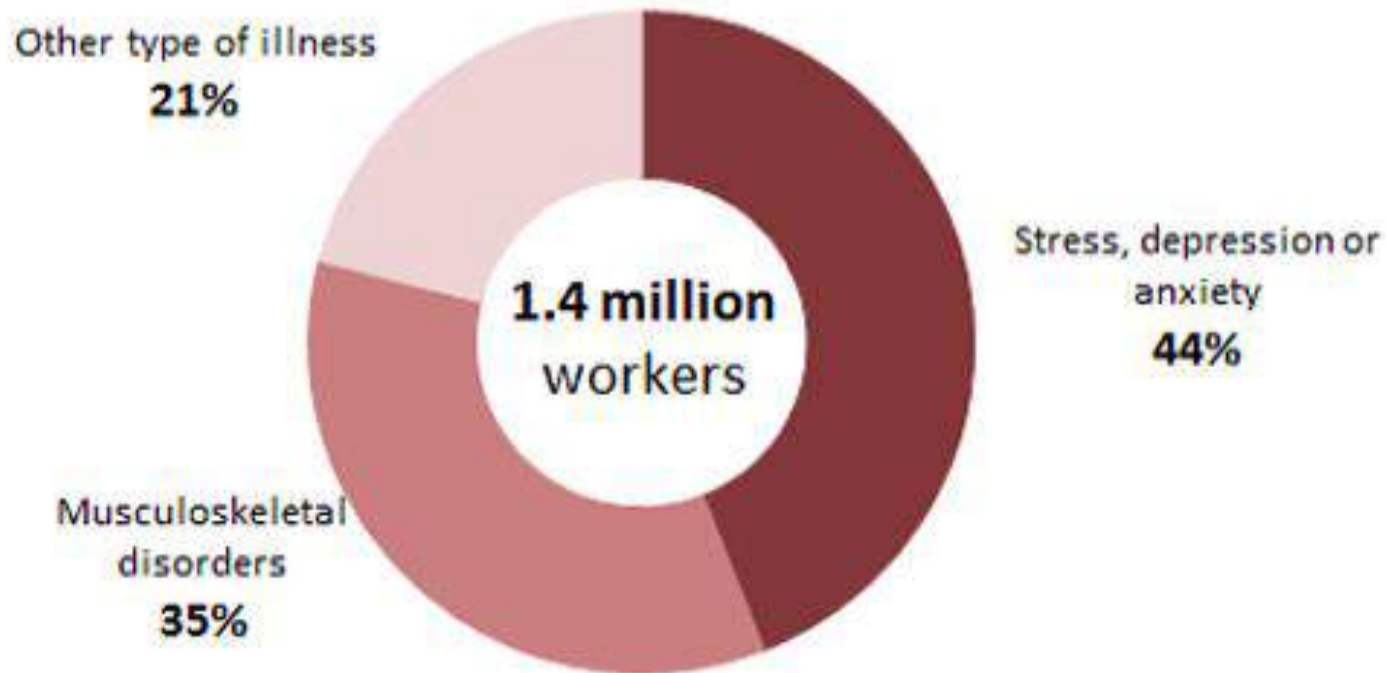
Mental health and Addictions and the ageing pension workforce are a huge problem for employers





NEARLY HALF OF ALL ABSENCES ARE NOW STRESS-RELATED

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



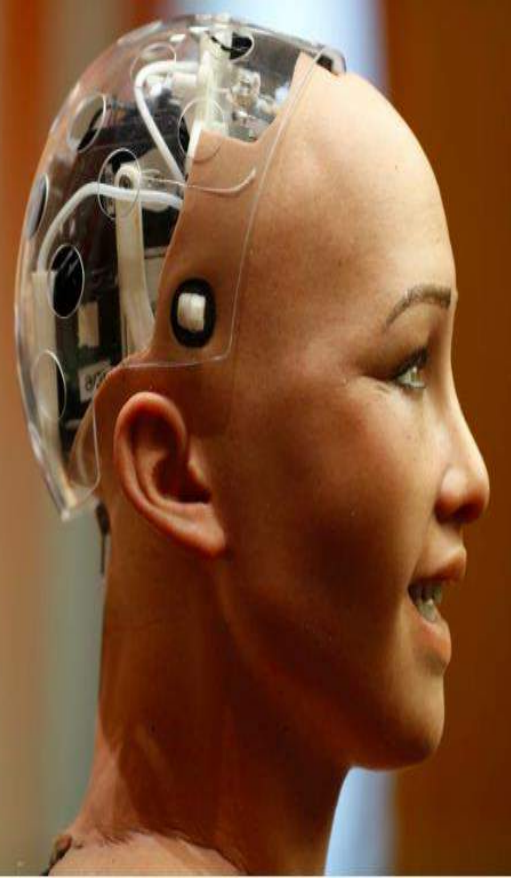
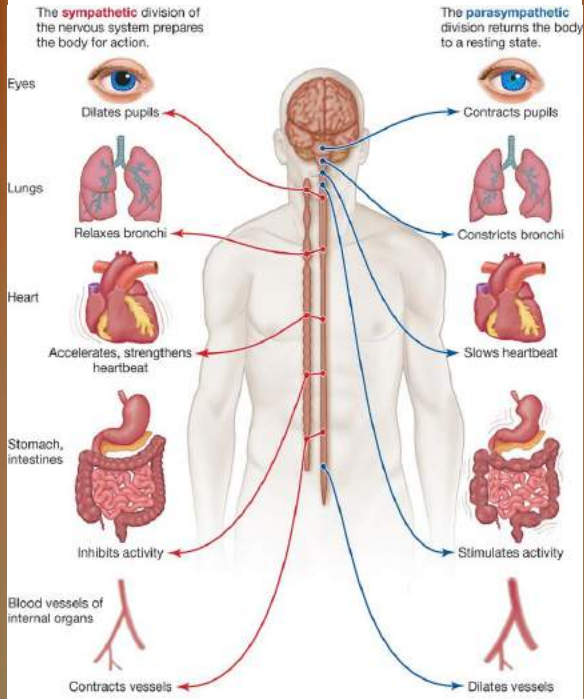
Source: LFS self-reported estimates

External info in

Cognitive processing

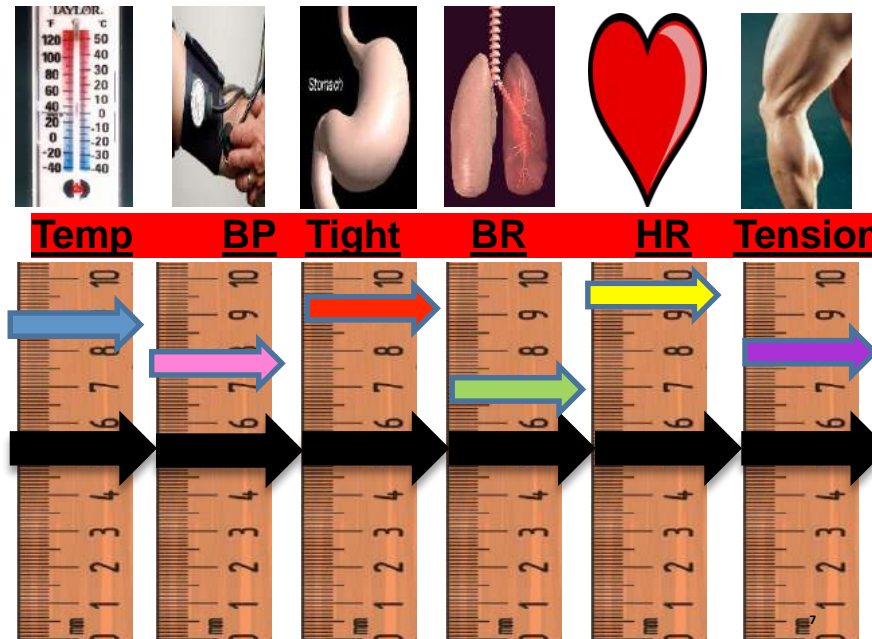
External reaction out

Stress or risk





All Our physiological systems get increased above normal when 'stressed'.



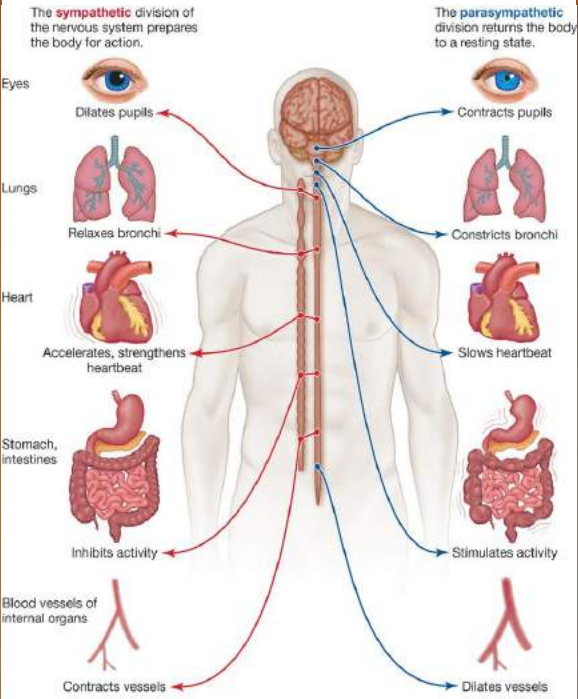


- **Stress is like having a fast car with your foot on the gas but the hand-brake is still on**

Cognitive processing

Stress or risk

Relax or happy



External info in

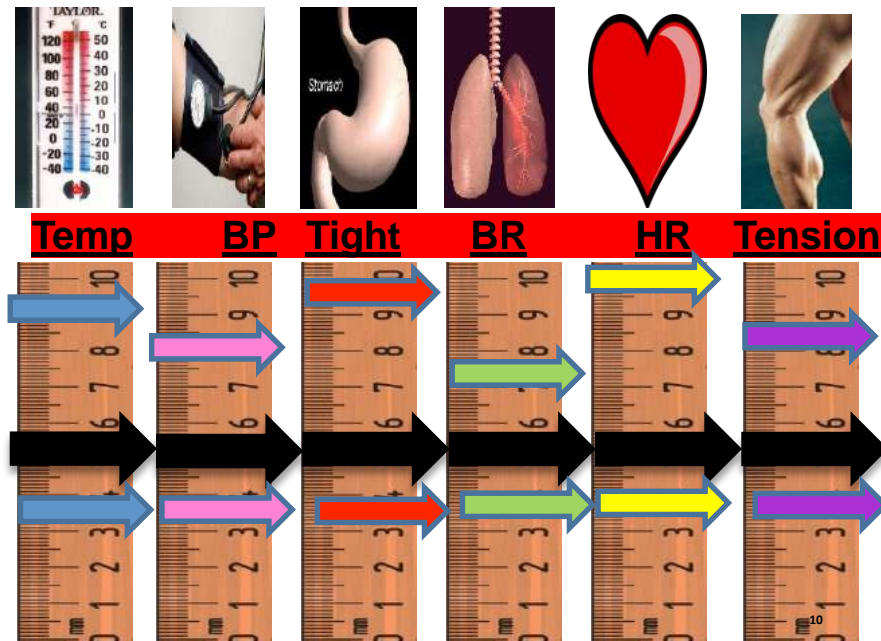
External info in

External reaction out

External reaction out



Stress drives us towards wanting to carry out behaviours to RELAX?





One in 4 people has a common mental disorder or addiction at any one time and the economic cost is £105 billion – similar to the entire annual NHS budget.

HRreview

HR

DIVERSITY

EMPLOYMENT LAW

LEARNING

RECRUITMENT

REV

YOU ARE HERE: [Home](#) → [Analysis](#) → [Wellbeing Analysis and Features](#) → [Addiction costs UK industry £6.4 billion per annum – so why aren't businesses doing more about it?](#)

Addiction costs UK industry £6.4 billion per annum – so why aren't businesses doing more about it?

by Pamela Flores on Thursday, April 5, 2012 0 Comments Analysis, Drinking, Drugs, workplace

Richard Cross introduces the work of the United Kingdom Addiction Services Support Agency

A report from the National Treatment Agency claims that the cost to industry from illegal drug use is £800 million each year. Furthermore, the Government's "Alcohol Harm Reduction Strategy for England" (Prime Minister's Strategy Unit) says that "alcohol misuse among employees costs up to £6.4 billion in lost productivity through increased absenteeism, unemployment and premature death".

Employers have a corporate social responsibility (CSR) to look after the health and wellbeing of their workforce. However, many seem ill equipped to deal with the ever-increasing problem of substance misuse and addiction within their organisations.

Working life can be a major source of stress, and it is a well-known fact that high levels of stress often exacerbate addiction problems. The preconception of the addict sat on a park bench is a myth that many people need to dispel. Modern companies need to realise that



QUESTION:

Why do we find it more difficult to create a Mentally safer workplace



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Question:

Why do companies find it harder to Make 'Mental Safety' easier in the workplace



Sportsman are now overcoming the stigma of mental fitness and seeking coaching support for getting mentally fitter during tough times

Tottenham defender Danny Rose opened up for the first time about his battle with depression



The England left back spoke to Sportsmail's MATT LAWTON before this summer's World Cup

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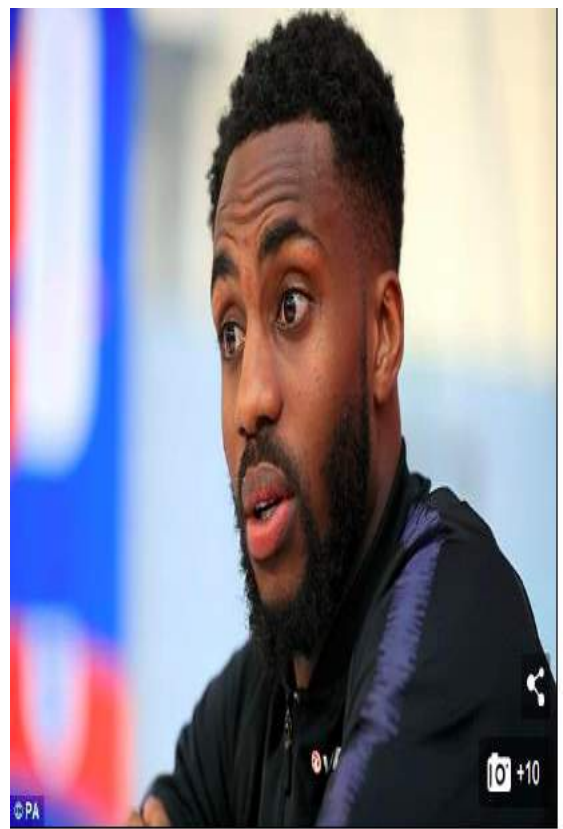
NEW CUSTOMER OFFER

ENGLAND 50/1 TO BEAT TUNISIA

£/€1 max stake. Winnings paid in cash at the normal odds and are topped up to the enhanced price in free bets, free bets at only deposits with cards/PayPal count, multiple bets excluded.

'My uncle hanged himself, my mum was racially abused and my brother was nearly shot in the face': Danny Rose reveals England has been his salvation after dealing with depression

- Danny Rose has opened up for the first time about his battle with depression
- He suggests it was triggered by Spurs' management of a knee injury last year



Tottenham defender Danny Rose opened up for the first time about his battle with depression




QUESTION:

What can we do to provide a mentally safer work environment?



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We remember the PHYSICAL SAFETY of our workers in 'HEALTH AND SAFETY'.
But we are now getting asked about the Mental SAFETY and Mental HEALTH of our
Workers?

There is a shift from treatment to prevention and early intervention.

Supporting **Mental** wellbeing



**EDUCATION AND
AWARENESS**



**UNDERSTAND THE
POTENTIAL
PRESSURES**



SPOT THE SIGNS



PROVIDE SUPPORT



QUESTION:

HOW CAN YOU CHANGE THE CULTURE IN YOUR WORKPLACE?



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**‘YOU WILL NEVER STOP GUYS DRINKING AT LUNCHTIME CULTURE’
WHAT DIFFERENCE WILL WEARING BOOTS AND HATS AND JACKETS MAKE?**

Question:

How do we keep motivated to keep trying to change mental health cultures within the workforce year after year?

Answer:

Think of your staff, like they are the Chinese bamboo Tree



QUESTION:

What is the normal process for creating a Physically Safe work environment?

- 1=Ask staff if they feel okay or if there are safety issues?**
- 2=A designated person carries out a new risk assessment for each area.**
- 3=A designated person carries out a risk assessment for any area which has had incident.**
- 4=If potential risks identified, then processes are created to monitor and measure the risk.**
- 5=Staff are then trained to see or hear signs of the risk occurring.**
- 6=Staff are provided with tools and resources to help minimize the risk occurring.**
- 7=Staff are provided with tools and resources to help minimize the impact of the risk.**
- 8=If Risk Occurs then support is made available to deal with the consequences of harm.**
- 9=Different levels of support are designed to deal with different levels of harm created.**
- 10=Follow-up support is provided to re-assess as well as annual updates for staff.**



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The Power of asking people if they are OK at work & what would help make them more OK

WORKPLACE WEEKLY MEETING





QUESTION:

WHAT ARE THE MAIN PIECES OF SAFETY EQUIPMENT THAT YOU USE TO HELP KEEP STAFF PHYSICALLY SAFE AT WORK?



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Risk assess and then Create a Safer Environment -Smoke-free environments

QUESTION:

You provide respiratory equipment for protecting staff from environments
Which could be toxic to their breathing.



But, have you provided staff with a protective environment
Which prevents toxic effects on breathing.



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Training to Spot Signs and symptoms

QUESTION:

You provide high-vis safety jackets so that staff can be safely seen by others in areas and times of darkness.



But, have you provided staff with materials for them to be able to safely see the signs and symptoms of stress in themselves and in others during dark times?



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Training to Spot Signs and symptoms

QUESTION:

You provide safety glasses so that your employees can use equipment safely and still see what they are doing in areas of visibility risk.



But, Have you provided training for staff to be able to see area's of visible risk to them others and then clearly see safer solutions?



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Training to Spot Signs and symptoms

QUESTION:

You provide ear-protection in areas of risk of excess noise to their brains.



But have you provided tools for your staff, to be able to still hear safely when they have excess noise in their own heads & to hear the signs of risk In their colleagues.

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Training to minimize Risk happening

QUESTION:

You provide moving and handling training and support tools in order to protect staff from feeling excess strain on their backs and knees.



But have you provided training and support tools to staff in order to minimize them feeling Excess strain from the pressures of work.



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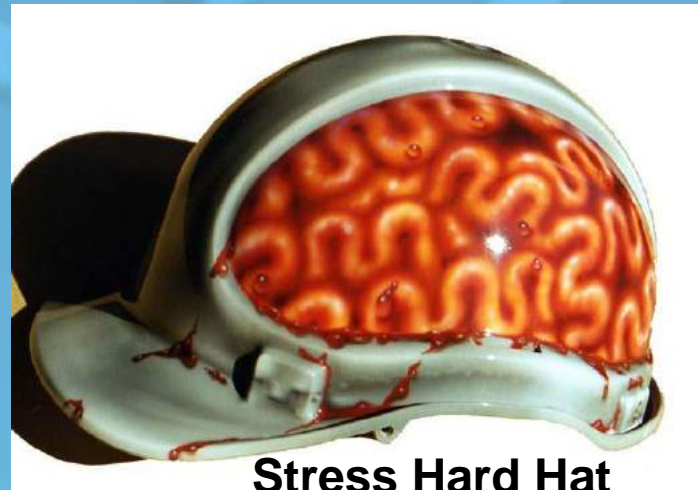
STRESS SELF-MANAGEMENT TECHNIQUES

QUESTION:

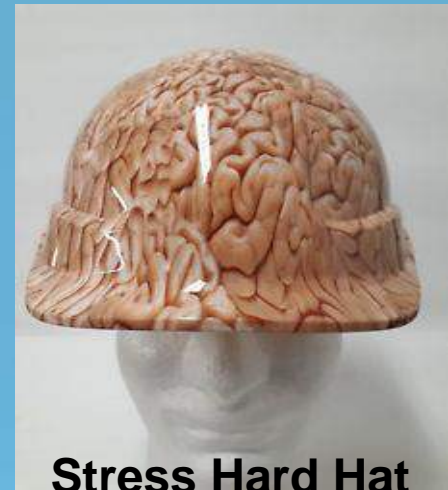
You provide risk assessments and hard-hats to protect the skulls of your staff from excess pressure or forces.



Stress Hard Hat



Stress Hard Hat



Stress Hard Hat

But have you provided a risk assessment & protective equipment to your staff from excess pressure on their minds at work?



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STRESS SELF-MANAGEMENT TECHNIQUES

QUESTION:

You provide protective knee-pads so that staff can be safely supported from buckling and Feeling the strain and pressure when working on their knees.



KNEE PROTECTION
FROM BUCKLING STRAIN

But, have you provided staff with support services when they are feeling the strain and pressure of work and life that their knee's are buckling under the pressure.

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Extra Support in areas of previous exposure to harm

QUESTION:

You provide staff with safety-boots for protection from falling items and from tripping in areas Of known slippiness where people have previously fallen.





STRESS PROTECTION MOBILITY BOOTS

But, have you provided staff with safety protection in environments, where people have already slipped or Fallen down ?



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Low intensity Staff Support Interventions when exposed

QUESTION:

You provide safety Harness's so that staff can be safely supported when working In areas of high vulnerability & at risk of falling-down and hurting themselves.



Support from
high vulnerability

But, have you provided staff with support services for them when working in stressful Areas where they could be vulnerable from falling-down and causing harm to themselves?



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Intensive Staff Support Interventions when exposed

QUESTION:

You provide life-jackets for stopping staff from drowning by helping them to float when they are out of their depth.



But have you provided a life-jacket for helping people who are feeling like they are out of their depth in juggling work and home-life.



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Answer:

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TAKE HOME MESSAGE

We need to remember the Mental Safety of our workers in 'Health and safety'.
And provide staff with the proper assessments, training, support equipment, and
tools to keep them and their work colleagues safe From the Mental dangers at work.



**STRESS SAFETY
GLASSES**



**HIGH VISIBILITY
STRESS JACKET**



Stress Hard Hat



**STRESS-PHYSICAL
PROTECTION BOOTS**



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