

Managing Mental Health

CATCH TECHNICAL SERVICES

Innovation, Risk Management and Compliance for your Assets.



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Introduction

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Commercial Experience in Chemicals,
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Worked in Film/TV for 11 Years

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Accredited I-ACT instructor

Trustee of Men's Health Forum



Agenda



Prevalence



Why is the film/TV industry difficult?



Why Should we drive change?

- Duty of Care
- Legal Position
- Performance Impact
- Commercial Considerations



The Solution

- Four Pillars
- Building a Production Mental Health Plan
- Practical Actions on a Production
- Training Considerations

Prevalence of Mental health Issues within industry

We all have Mental Health

Prevalence



1 in 4 people in the UK are diagnosed with a Mental Health Issue.



Usually anxiety or depression



Reduces to 1 in 5 for those in work



75% diagnosed are Women



Yet 75% of suicides are Male



75% of those who take their own life never sought help

Prevalence in Film/TV



87% of people report having had a mental health issue



Significantly higher numbers have suicidal thoughts (55% to 20%)



66% of freelancers considered leaving the industry



7 Suicides in the industry in the last 2 years

Why is the Film/TV Industry Difficult?

Factors Affecting Mental Health

Film/TV Industry Difficulties



Working Away from Home & for long hours (work/life balance)



Bullying/Harassment



No Support (IE: HR/Sick Pay/Return to work)



Fast Paced (Constant changes/last minute & each contract)



Fear of not getting next role (“only as good as your last job”)

Why Should We Drive Change?

Not Just to Save Lives

Legal Duty of Care



THERE IS A DUTY OF CARE TO THE
MENTAL HEALTH OF WORKERS
ACROSS INDUSTRY



NOT JUST PERMANENT EMPLOYEES
CONTRACTORS
MANAGING HEALTH AND SAFETY
REGULATIONS 1999
EQUALITY ACT 2010



HEALTH AND SAFETY AT WORK ACT
1974 SECTION 3 – ACCOUNTABLE FOR
ALL WORKERS REGARDLESS OF STATUS

HSE MANAGEMENT STANDARDS

Parity with Physical Safety



Moral, Ethical and Legal
Duty –
HSE Focus where systemic
failure



Health and Safety advisors
are frequently used on set
but for physical risks only



Mental Health effects safety
and performance



Include Mental Health in
Safety Management
Systems, usually left to HR

Performance Impact



WE ALL NEED A LITTLE
STRESS AND
EXCITEMENT TO
MOTIVATE US



THE SYMPTOMS OF
TOXIC STRESS INHIBIT
COGNITIVE BEHAVIOUR.
POOR DECISIONS



STUDIES SHOW A
MINIMUM 20%
REDUCTION IN
EFFICIENCY DUE TO
TOXIC STRESS.



THIS INCLUDES SAFETY
PERFORMANCE AS WELL
AS CREATIVE INGENUITY

WORK RELATED STRESS
ACCOUNTS FOR 54% OF
ALL LOST TIME

Commercial Considerations

Perceived Cost v Actual Savings

Commercial Considerations



STUDIES AND EXPERIENCE SHOW THAT THE IMPACT OF POOR CULTURE IS ATTRITION IN TERMS OF PEOPLE



RESULTING IN LOSS OF ORGANISATIONAL KNOW-HOW AND A DOWNWARD SPIRAL



GOOD MANAGEMENT PRACTICE WILL REDUCE COST



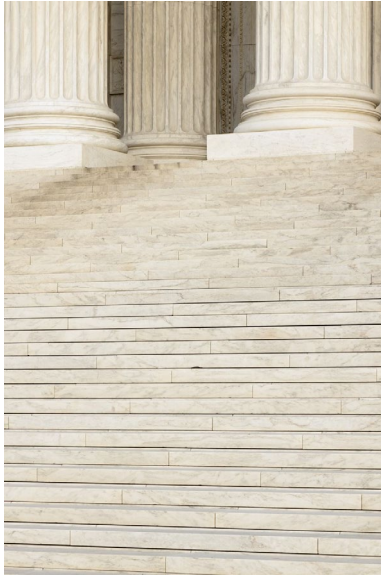
PRODUCTIVITY INCREASES
- £1 SPENT = £5 GAINED



PURCHASES AND USE OF OVERTIME



TIGHT BUDGETS NEED GOOD MANAGEMENT PRACTICE AND PLANNING



Four Pillars

BEGINNING TO FEED A PLAN INTO HSG65 FOR MENTAL HEALTH AND WELLBEING

Four Pillars for Mental Health

**PREVENTION



Plan to reduce the instances of stress and mental ill health
PREVENTION IS KEY

RESILIENCE



Support people with mental ill health to return to work and perform effectively in their role

INTERVENTION

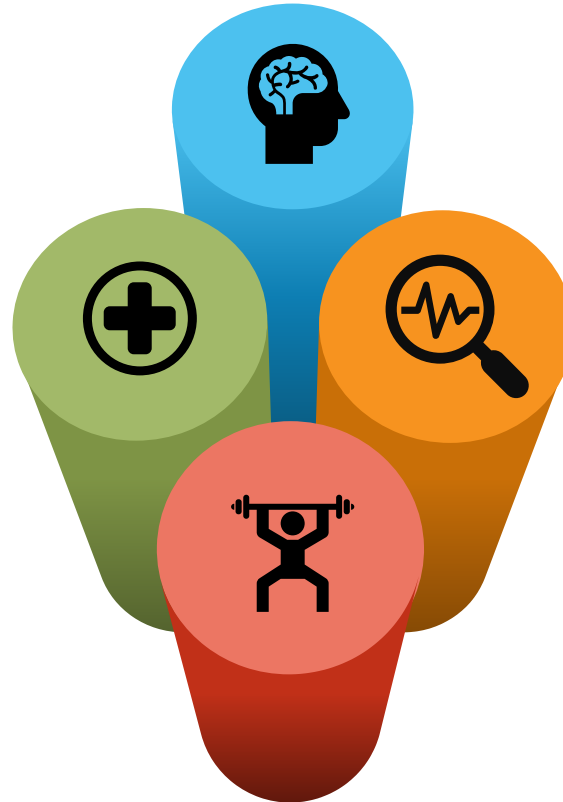


The provision of trained people to intervene and support people in the event of mental ill health

MEASUREMENT



Ensure changes have been effective



Prevention



SET POLICY



IMPROVE CULTURE
SET THE TONE



AWARENESS, EDUCATION
AND TRAINING



MENTAL HEALTH/STRESS
RISK ASSESSMENTS
HSE MANAGEMENT
STANDARDS



ORGANISATION/INDUSTRY
SPECIFIC - NOT ENTIRELY
OFFICE BASED



PROMOTION OF
WORKPLACE WELL-BEING
WELLBEING FACILITATOR



LEADERSHIP TO
NORMALISE MENTAL
HEALTH ISSUES TO
PREVENT STIGMA

Wellbeing Facilitator – Prevention



“YEAH, THERE’S NEVER ANY TIME FOR THIS”



ON-GOING PRESENCE (PREP-SHOOT-WRAP) & CHECK INS WITHIN OFFICES, WORKSHOPS, LOCATIONS & STAGES



KEEP EMPLOYEES AT WORK & HEALTHY



WORKING WITH PRODUCERS TO DEVELOP MENTAL HEALTH RISK ASSESSMENTS



OPEN COMMUNICATIONS FROM HOD’S TO HELP BREAK THE STIGMA



PROMOTION OF THE WELLBEING FACILITATOR ROLE BY TWICE WEEKLY EMAIL UPDATES TO ALL CREW

Intervention



ACCESS TO PROFESSIONAL
HELP



PEER SUPPORT NETWORK



WELLBEING FACILITATORS
(WBF) PLACED IN OFFICES,
WORKSHOPS, STAGES,
LOCATIONS & SET



FILM & TV CHARITY
SUPPORT LINE

EAP



INCIDENT REPORTING - MONITORING PROCESS
MONITOR WHO USES THE WBF & WHY (CAN BE
ANONYMOUS & USE JOB TITLE ONLY)

Resilience and Measurement



SUPPORT RETURN TO
WORK OR PLAN FOR
EXISTING CONDITIONS
REASONABLE
ADJUSTMENTS



MENTORING
'BUDDYING' UP WITH
YOUR NETWORK



MEASURE USE OF MHFA
INCIDENTS



MEASURE ABSENCE AND
LEAVERS

Building a Mental Health Plan

For Your Workplace

Building a Mental Health Plan



Use the Four Pillars



Intervention Strategy should be first

How can you support all workers?



Training, Education and Awareness

Managers must understand their role in improvements

Is anyone trained in MH?

Can you get them trained?



Eliminate Stigma

Employees and Contractors must feel they can talk to someone



Build positivity in the plan

Try to make the MH experiences positive rather than all about ill health



Tailor the plan to the situation

No one plan will work for all

Include Suppliers and contractors

Practical Actions



Prevention

Time to talk – anti stigma

Open communication

Ensure breaks are taken

Wellbeing Window/Bites

MH Risk Assessments

Managing MH Training Session

Personal Wellbeing Plans



Support

Trained Mental Health staff

Make sure people know who to speak
to

Peer Network

Employee assistance programme

Safe Space

Training Considerations

Dependent on Role, MHFA v iact

Training/Awareness by Role



Managers

i-act managing for Positive Mental Health
How to manage mental health and wellbeing
issues

How to connect with
colleagues/staff/contractors

How to support someone with a mental
health issue in the workplace

Promote Positive initiatives to prevent issues



First Aiders

Mental Health First Aid
Equivalent

More in-depth knowledge

Used as intervention

Signpost for Help

Advise

i-act - Promoting and Managing Positive Mental Health

Course Overview



EVIDENCE
BASED



ACCREDITED
FOR CPD



6 HOURS IN
TOTAL



IMPROVING
WELLBEING



ACCESS TO
HELP



CONNECTING
WITH OTHERS



TOOLS



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Course Objectives



Managers understand mental health and wellbeing issues



Offers practical tools for promoting positive wellbeing



Practical Application of HSE Management Standards



Equip managers with practical tools, resource pack and signposting to support mental health

Mental Health First Aid



Several providers

MHFA England
NUCO



HSE advice is that MHFA is effective if part of a wider plan to improve mental health



Physical First Aid comes after an accident



Only part of a robust strategy



There must be a support plan for MHFA's

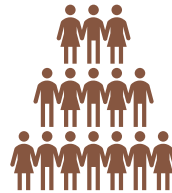
Other Considerations

Tailoring the Plan to small and large companies.

Other Considerations



Stress and MH Training can save time and money in the long run



The more people are aware of issues and how to deal with them the better



A little additional communication can have big benefits

NEXT STEPS

For duty of care advice and i-act Training contact
matt.longley@chemengehs.co.uk



Thank you and take care of yourselves.