



A 'Healthy Hour'- Mental Wellbeing

*A 'Healthy Hour' prepared by
Dr Richard Peters, Chief Medical Officer*

Tools required for session:

1. *A passionate group with a nominated facilitator*
2. *A stop-watch for the break out discussions*
3. *The 'Healthy Hour' Mental Wellbeing discussions pack for the facilitator. This will help assist, if required, during the discussion points 1-5.*
4. *Printed copies of the Mental Wellbeing Discussion Tool*
5. *Printed copies of the 'Healthy Hour' Mental Wellbeing pledge form*
6. *A 'Healthy Hour' Mental Wellbeing attendance form*



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for the future**

Purpose

“The purpose of this session is to provide the necessary information to allow open discussions to take place with your teams and to help raise awareness of ‘stress’.

Many of us will not talk about stress and how it affects us, so it is important that we all recognise the signs and symptoms of stress. This will allow us to know when to ask for support or how to sign-post others for support.

Stress may be caused by one thing, however it could also be a build-up of smaller things both inside and outside of work. This can make it hard to identify a cause and explain to others.

Please read through the slides and facilitate group discussions at the highlighted ‘discussion points’. I hope you enjoy this ‘healthy moment’.”



Dr Richard Peters
Chief Medical Officer at Network Rail

1. Take this safety hour seriously, as we want to be able to support any Network Rail employee experiencing symptoms of stress, as well as reduce work related causes to as low as reasonably practicable in Network Rail.
2. Please keep a 'circle of trust' by maintaining the confidentiality of what is said during the open discussions. Respect that what is said in the room, must stay in the room. Remember, 'sharing is caring', whereas 'blabbing is stabbing'.
3. At the end of this session, please make a pledge and share with the group a change you will make to improve your own personal mental wellbeing and an action you will take to support the mental wellbeing of others in Network Rail

At Network Rail, when we talk about mental wellbeing:

“we want our people to feel positive, have a sense of purpose and be able to handle every day pressures”

- Our employees' safety and health go hand in hand
- Delivery of the company's objectives and performance targets relies on our employees being able to perform their roles competently, safely and effectively
- Caring for our employees means:
 - supporting our employees mental and physical health
 - promoting the mechanisms and tools that enable optimal mental and physical resilience

Intended session outcomes

Understand what stress is and how it can affect you and others?



What are some of the causes of stress and how can stress be reduced?



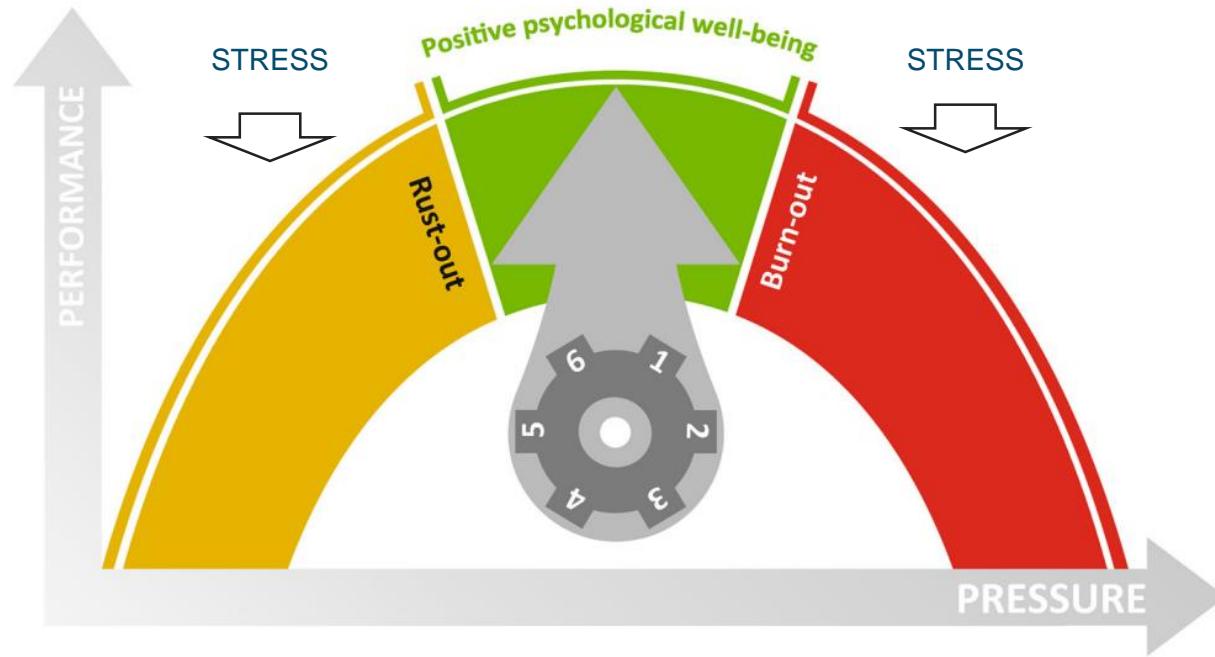
How do you develop your mental wellbeing?



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What is Stress?

To maintain positive mental wellbeing, we all need a certain amount of pressure to thrive. The right amount of pressure gives us energy, improves our confidence and allows us to feel and perform at our best. If the pressure becomes excessive, or alternatively is insufficient, this can lead to stress and have a negative impact on performance and health.



‘Stress occurs when the perceived demands placed upon an individual exceed their perceived ability to cope’

Why is mental wellbeing important?



‘Employers have a legal duty under the Management of Health and Safety at Work Regulations 1999 to carry out a suitable and sufficient risk assessment for work related stress, and to put in place preventative and protective measures to reduce the risk, so far as is reasonably practicable.’

In 2017/18 at Network Rail, 34% of all reported mental health absences were related to stress.

From 2015/16 to 2017/18, there was a 74% increase in reported stress-related absences at Network Rail.

In 2017/18 at Network Rail, 46% of all mental health related Occupational Health referrals were recorded as work or part-work related.

How do you recognise stress?



Discussion point 1 (10 minutes)

Think of a time that you have felt stressed. What signs and symptoms did you experience and how did it make you feel?

In pairs, list as many of these as you can amongst you, thinking about how long these feelings lasted, what was the cause, and how you managed to overcome the stress?

Once finished, please proceed to the next slide.

Always look out for the signs and symptoms, not only in yourself, but in those around you. Think about:

Behaviours

Mood and emotions

Physical changes

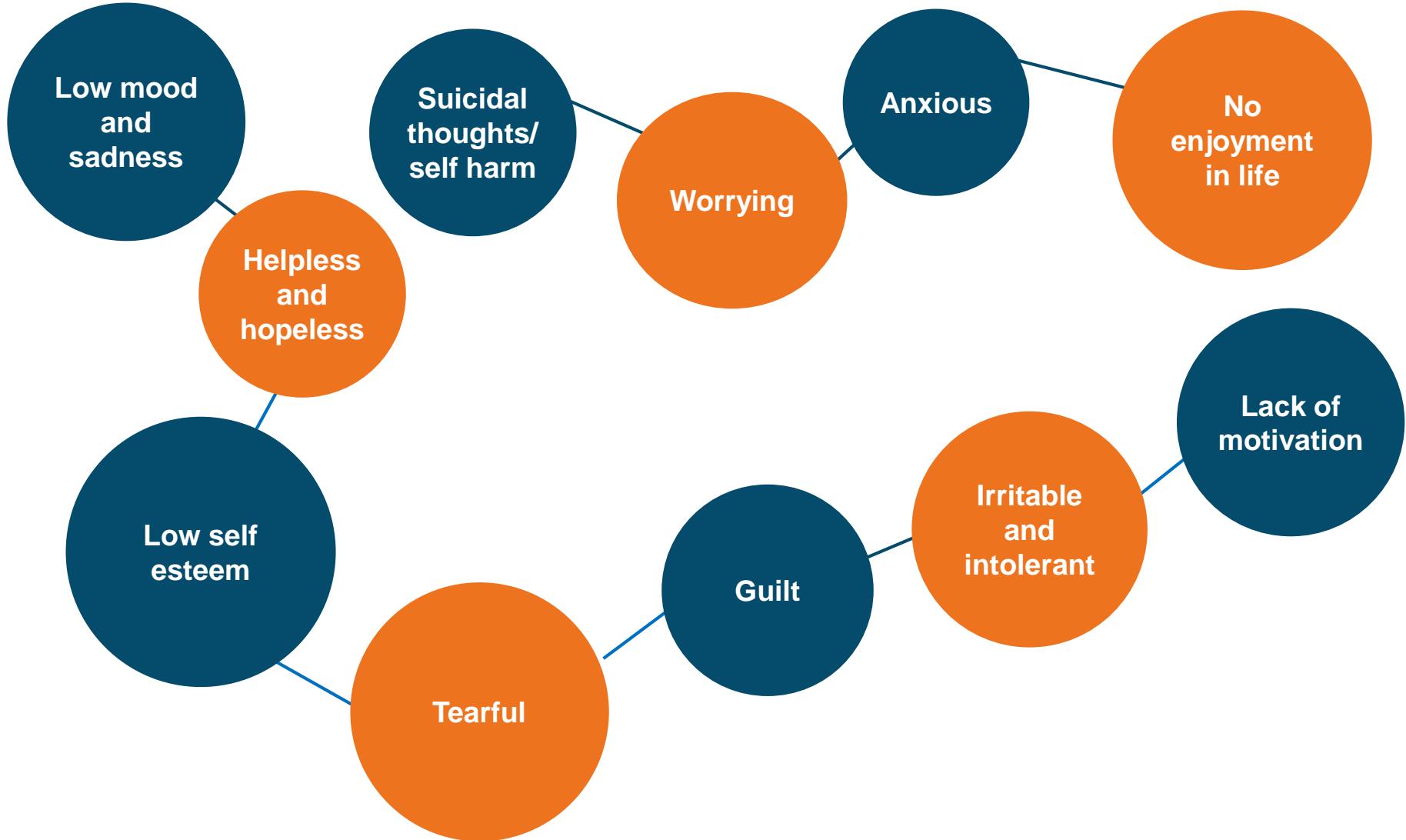
Thinking style

The next four slides aims to consolidate discussion point 1 and tell you more about the above signs and symptoms.

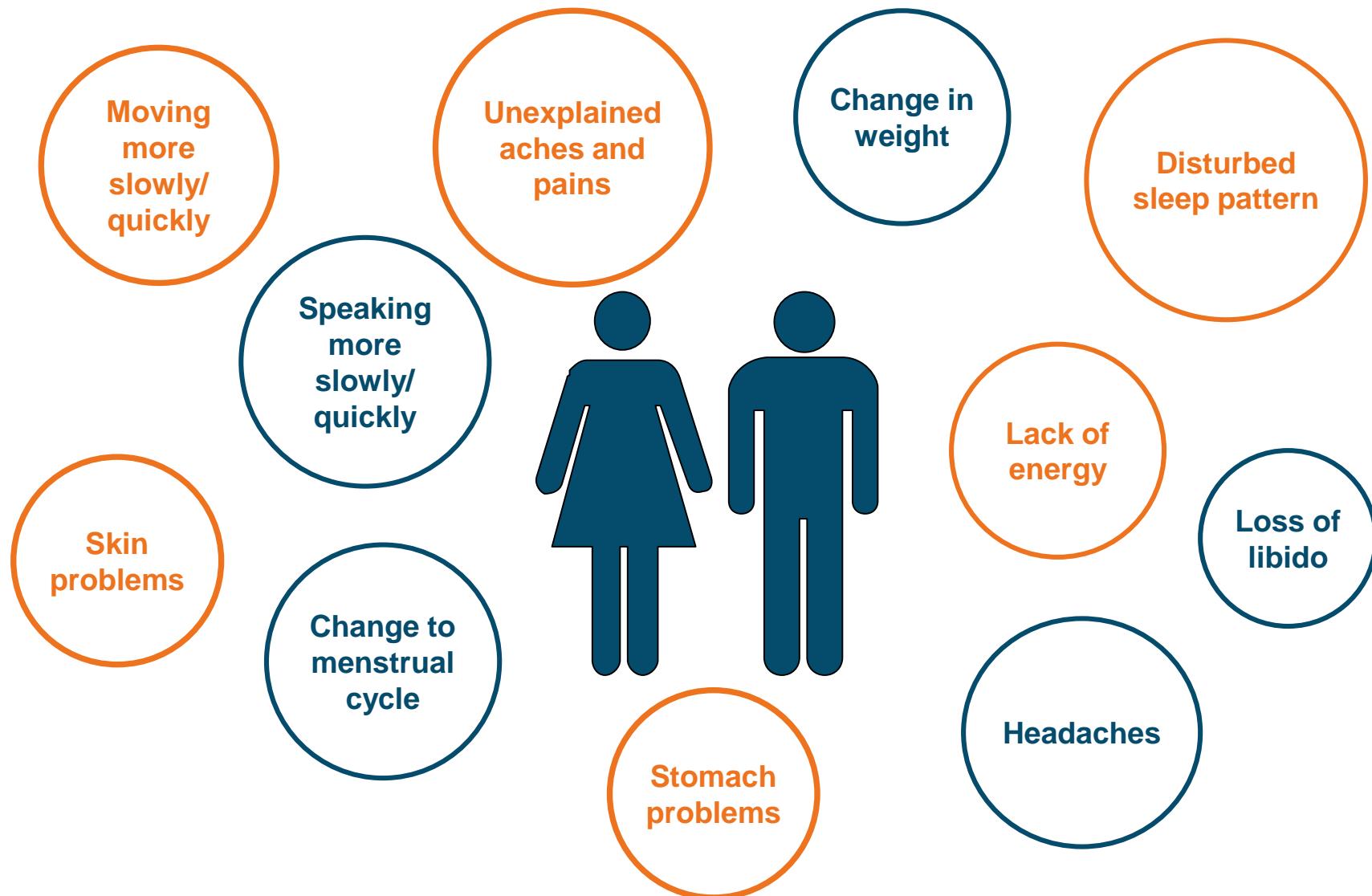
Behaviours often linked to stress



Mood and emotions linked to stress



Physical changes linked to stress



Thinking style linked to stress



Discussion point 2 (10 minutes)

Being able to spot common signs and symptoms of stress is an important first step. Next, by understanding what can cause and contribute to stress, you can help create a supportive culture of wellbeing at work and ensure a positive work environment for those around us.

As a group, list as many causes of stress you can think of, including those from both inside and outside of work?

Once finished, please proceed to the next slide where you will further consolidate your knowledge and understanding of the common causes, including the six essential contributors to work-related stress.

Stress can be caused by many external influences that include both inside and outside of work problems. There are, however, internal influences that can contribute as well. Being aware of these can help you identify potential causes and become a more resilient person. Reflect on the list below as they are read out during this session. Can you identify with some of these?

Some external influences

- Pressure to meet tight deadlines
- Challenging relationships
- Peer pressure
- Financial worries
- Commute to work
- Work life balance
- Family difficulties

Some internal influences

- Setting standards too high
- Trying to please everyone
- Being afraid to say 'no'
- Never being satisfied
- Always running around
- Personality characteristics
- Pre-existing health conditions

The Health and Safety Executive Management Standards aim to help both employers and employees identify any potential risks at work. The HSE have identified six main sources of work-related stress.

A stress risk assessment is a practical tool which looks at any specific demands made on employees. It is used to identify causes, assess severity of the risk and agree actions to reduce or eliminate the causes of stress.

Click onto the next slide to find out more about the six essentials and some potential controls. Think about these in the context of 'right now in Network Rail' and consider ways to minimise these amongst your teams, before moving onto review the stress risk assessment document.



Six essentials sources of work related stress



Ensure any **DEMAND** such as workload, pattern and work environment are optimal

Aim to promote a positive **RELATIONSHIP** at work and try to avoid conflict where possible

Ensure an understanding of a person's **ROLE** and how it fits into the bigger picture

Consider how much **CONTROL** a person has in the way they work

Ensure there is adequate **SUPPORT**, with appropriate resources, encouragement and sponsorship

Think about how **CHANGE** is communicated and support provided

Discussion point 3 (2 minutes)

It is important to undertake a 'stress risk assessment' at the first sign of stress symptoms, whether or not the causes are work-related. This is to prevent rapid progression of symptoms, which in their own right could lead to barriers, preventing attendance to work.

A stress risk assessment will also allow for a suitable action plan to be put in place which can include the necessary modifications and reasonable adjustments to help limit further progression of symptoms. Please familiarise yourself with the printed copies of our *new 'Mental Wellbeing Discussion Tool'* to help consolidate the last two slides.

Once finished, please proceed to the next slide.

Developing Mental Wellbeing



Taking steps to look after your mental wellbeing can help you deal with pressure, and reduce the impact stress has on your life. The ability to adapt and have strategies to cope when something happens in your life is important. Each bubble below has some ideas to help you develop your mental wellbeing or assist in supporting others who may be suffering with signs and symptoms of stress. Please proceed to discussion point 4.

Make some
lifestyle
changes

Look after your
physical health

Give yourself a
break

Use your
support
network

Discussion point 4 (5 minutes)

Everyone has their own ways of relaxing and dealing with pressure.

In pairs (same as for Discussion point 1), share your personal experience of what you currently do to relax and improve your mental wellbeing. Please don't worry if you have no techniques or tools to do this currently, as the next 5 slides will provide some areas for reflection.

Once finished, please proceed to the next slide.

What lifestyle changes can you make?



How do you look after your physical health?



How do you give yourself a break?



Who and what is in your support network?



What other support services are available?

NetworkRail

Validium (NR)	Network Rail's Employee Assistance Programme. Calls are answered by professional counsellors.	0800 358 48 58	www.Validium.com Username: NetworkRail Password: onlinesupport
OH Assist (NR)	Network Rail's Occupational Health referrals, including those relating to mental wellbeing, and to access: - Medication Enquiry Line - Physiotherapy with Rehab Works	0330 008 5105	https://networkrail.ohassist.com/ http://connectdocs/NetworkRail/Documents/CorporateServices/HR/HRSharedServices/OH%20Provider.pdf
Employee helpline (NR)	This is provided by HR Direct and is available for all NR employees.	0844 371 0115	
Mind	Guide for seeking help for mental health problems.	0300 123 3393 (9am-6pm Monday to Friday) or text 86463	https://www.mind.org.uk/information-support/guides-to-support-and-services/seeking-help-for-a-mental-health-problem/where-to-start/?o=24608#.W9AsmLD2apr
Rethink	Have advice on what to do in a crisis.	0300 5000 927	https://www.rethink.org/helpnow
Saneline	National mental health helpline providing information and support to people with mental health problems and those who support them.	0300 304 7000	www.sane.org.uk/what_we_do/support/help_line
The Mix	Provides information and support for young people ages 13-25 on a range of issues, including mental health.	0808 808 4994 Text 'THEMIX' to 85258 for crisis support	www.themix.org.uk/get-support
Samaritans	Provides confidential, non-judgement emotional support for people experiencing or feeling distress or despair	116 123 (24 hours a day, free to call)	www.samaritans.org
ChildLine	Private and confidential service for children and young people up to the age of 19.	0800 1111	www.childline.org.uk
Elefriends	Supportive online community where you can be yourself, its run by Mind.	N/A	http://elefriends.org.uk/
Safety Central (NR)	A wealth of information on how to support your own mental wellbeing and, if you're a manager, how you can support the mental wellbeing of people in your team.	N/A	https://safety.networkrail.co.uk/healthandwellbeing/

Discussion point 5 (1 minute)

Please share in your group what is the one thing you will do:

1. To help support the mental wellbeing of others
2. To help develop your own mental wellbeing

Once complete, please move to the last two slides.



Sometimes we say we're fine... when we're not.

With 1 in 4 of us experiencing a mental health problem each year, if your mate says they're fine, they might not be.

To really find out, #AskTwice.

time to change

let's end mental health discrimination

Funded by
Department of Health & Social Care

FUNDED BY
COMIC RELIEF

NATIONAL LOTTERY FUNDED

Run by
 mind
for better mental health

Rethink
Mental
Illness.

For any questions?



Please contact:
healthandwellness@networkrail.co.uk



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