

# Mental Health

at NCH&C

## What's the ambition?

To provide comprehensive, tailored mental wellbeing interventions for staff to support recovery from COVID-19 pandemic.

## What can you expect?

- The trust to train Mental Health First Aid Instructors so that we can be sustainable in training staff in Mental Health First Aid.
- Extend Mental Health First Aid training this year.
- Redesign appraisal process and paperwork to better facilitate conversations between managers and individuals.
- Commit to ensuring all staff receive regular management supervision throughout the year which will include a wellbeing conversation.
- Training for all managers to support them with management supervision and REACT MH conversations.

## Why is it important?

**1 IN 6.8** people are experience mental health problems in the workplace.



Mental ill health will affect **1 IN 4** people at some point in their working lives.

The cost of poor mental health in the NHS workforce equates to **£1,794 - £2,174** per employee per year (pre pandemic)



Evidence suggests that **12.7%** of all sickness absence days in the UK can be attributed to mental health conditions.

**1 IN 3** of the NHS workforce have felt unwell due to work related stress and **1 IN 2** staff members have attended work despite feeling unwell because they felt pressure from their manager, colleagues or themselves.



**3/4** of mental health problems are established by the age of 24