

Building and managing psychosocially resilient and sustainable work

Presenter

Dr Shaun Lundy

IOSH Vice-President

Chair of the IOSH Construction Group

Director Quality Assurance & Strategy at Tetra

[iosh.com](https://www.iosh.com)

Mental health and British workplaces

Mental health and wellbeing at work was neglected for a long time in the UK.

Thriving at work

The Stevenson / Farmer review
of mental health and employers



The state of mental health in the UK

Work-related stress, depression and anxiety in the UK (2022-23)

17+
million
working
days lost

875,000 people
affected

338,000 new
cases

Prioritising mental health in the workplace

**– an OSH
Alliance white
paper**

£1 invested in mental health...



...results in a return of over £5

**Prioritising
mental health
in the
workplace**



Valuing positive mental health

Organisations whose safety and health culture doesn't nurture positive mental health can suffer adverse outcomes, including:

- reduced productivity
- more safety incidents
- increased sickness absence
- higher staff turnover and skills losses
- recruitment challenges and costs
- reputational damage
- risks of litigation and liability
- loss of competitive advantage.

IOSH calls on OSH professionals to...

- use OSH approaches and tools to advise on health, safety and wellbeing
- prevent and manage psychosocial risks, protect and promote good mental health
- use available guidelines, such as HSE Management Standards or ISO 45001 OSH management systems and 45003 guidelines
- keep updated on workforce developments and impacts on employee mental health

Harnessing risk-based management approaches

**(ISO 45001
–45003)**

- excessive work hours, poor leadership and culture, poor communication, excessive production pressure, bullying and harassment have potential to negatively impact workers' health and wellbeing
- ISO 45001 explicit requirement:
**identify and control health hazards,
including those classed as 'psychosocial'**

“An organisation is responsible for promoting and protecting their physical and mental health”

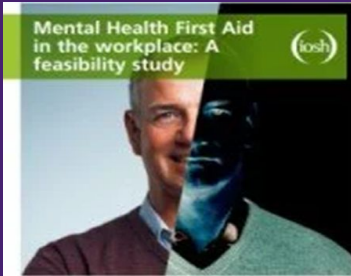
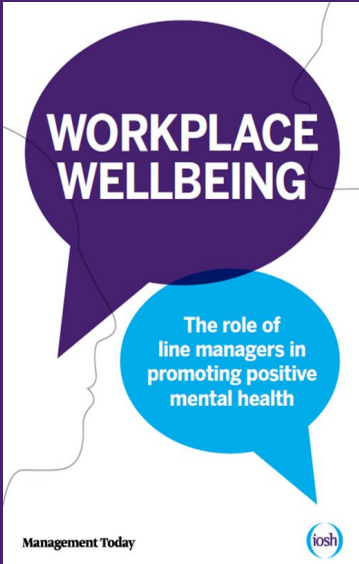
The value of safe talking environments

25%

of employees would feel more comfortable
discussing their own mental health with their
colleagues than with their line manager



IOSH's position



- IOSH advocates a prevention-first approach, encouraging employers to prioritise a people-focused work environment that proactively promotes a positive mental health culture.
- OSH professionals can contribute to better designed and managed work – through improved education, training and awareness
- Broad-based, visible leadership support is critical to establish a mentally healthy working environment.
- Employers have key roles to play building resilience across the organisation – reintegrating people returning to the workplace after a mental health problem, supporting workers with mental health conditions to fully and equitably participate in work through reasonable accommodations, return to work programmes, rehabilitation and supported employment.
- Senior management must show leadership on mental health and champion positive mental health within the workplace. Line managers, are often best placed to spot the signs of poor mental health in the workplace and – if equipped with the right skill set.

Kirk's Story Mental Health in Construction



<https://www.youtube.com/watch?v=AjLXO9woNaw>

Construction Industry Federation Report



<https://cif.ie/wp-content/uploads/2020/09/1237-CIF-Mental-Health-Report-LR.pdf>

Where to find help with mental health issues

In an emergency, contact ...

- Samaritans - 116 123
- Pieta House - 1800 247 247
- Lighthouse - 1800 939 122
- Text HELLO to 50808

For signposting and support, visit ...

- Mental health and wellbeing
<https://iosh.com/collections/mental-health-and-wellbeing>
- How to control work-related factors and best support workers
<https://iosh.com/guidance-and-resources/professionals/mental-health>
- Your Mental Health <https://www.yourmentalhealth.ie>
- National Office for Suicide Prevention:
<https://www.hse.ie/eng/services/list/4/mental-health-services/nosp>
- Minding Your Head <https://www.mindingyourhead.info/resources>

Remember



**ASK
TWICE**



LISTEN



**BE
KIND**

Many thanks

Shaun.lundy@iosh.com

Shaun.lundy@tetraconsulting.co.uk

<https://www.linkedin.com/in/shaunlundy/>