

Recognizing the vulnerable employee

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Setting the scene

- * What we know about mining and Mental health?
- ❖ Mentally healthy work places
 - * What is mental health and how do we get it?
 - * How can we build mentally healthy mine sites?

What is mental health?

*“Mental health : a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community”

(WHO,2016)”

Depression in the workplace

What Depression Feels Like	How it Looks to Co-Workers
Deep feelings of sadness	Withdrawal from team, isolates oneself
Loss of interest in work or social activities	Indifference
Difficulty concentrating, slowed thoughts	Putting things off, missed deadlines, accidents
Forgetfulness and trouble remembering	Seems "scattered" or absentminded
Trouble making decisions	Procrastination, indecisiveness, slowed productivity
Trouble sleeping, or sleeping too much	Late to work, afternoon fatigue, accidents
Feelings of worthlessness or inappropriate guilt	Unsure of abilities, lack of confidence
Energy loss or increased fatigue	Low motivation, detached
Irritability, anger or tearfulness	Inappropriate reactions, strained relationships
Weight or appetite changes	Change in appearance

Impact of mental health problems at work.

On the employer:

- ✓ Increased absenteeism
- ✓ Decreased productivity
- ✓ Increased costs

On employees and their families:

- ✓ Reduced quality of life
- ✓ Decreased income
- ✓ Stigma and discrimination

On the community:

- ✓ Cost of treatment
- ✓ Loss of productivity
- ✓ Social exclusion, human rights abuses

Protective/Perpetuating factors

	Protective factors	Risk factors
Individual level	<ul style="list-style-type: none">• Positive sense of self• Good coping skills• Attachment to family	<ul style="list-style-type: none">• Low self esteem• Low self efficacy• Insecure attachment in childhood
Social level	<ul style="list-style-type: none">• Supportive family• Good communication skills• Sense of belonging	<ul style="list-style-type: none">• Abuse & violence• Social isolation• Peer rejection
Structure level	<ul style="list-style-type: none">• Employment• Economy security	<ul style="list-style-type: none">• Unemployment• homeless

Managing mental health at work

Reducing Risk

- * Support good health
- * Reduce Individual Risk factors
- * Reduce environmental Risk Factors

Promoting recovery

- * Identify and respond early
- * Support for mental health problems
- * Support recovery from illness

Support Good health

- * Ensure a good fit between the job and employee
- * Having a culture of fairness and equity
- * Promoting a mental health literacy
- * Promote good communication between manager and staff

Reduce Individual factors

- * Reducing drug and alcohol misuse
- * Develop individual skills- financial management, communication, coping skills
- * Management of physical injury and or pain
- * Provide support and flexibility to trauma exposed staff

Reduce environment factors

- * Reduce or manage occupational risks:
 - Tiredness
 - Boredom
 - Accidents
 - Excessive stress
 - Bullying and Harassment

Identify and respond early

- * Promote awareness of Mental illness ,signs and symptoms
- * Support early identifications (self or others)
- * Promote culture of acceptance of mental health problems
- * Promote culture of offering support, expressing concern of work colleagues
- * Supervisors training to increase skills in raising difficult, personal issues

Support for mental health problems

- * Promote for early immediate first aid to staff member
- * Reassurance for staff receiving treatment
- * Partnership & referral pathways to mental health services
- * Access to peer support models

Support Recovery from illness

- * Positive optimistic approach
- * Manage absences well
- * Manage and address any workplace contributing factors
- * Manage return to work well
- * Make Supervisors training to manage return to work
- * Support options for family and friends
- * Address stigma in the work place

What can the workplace /Industry do?

- * Recognize role of family in worker's wellbeing
- * Opportunities and events that engage worker and family
- * Flexibility in negotiations that support of family connections
- * Consider what support can be offered/facilitated when a family member is unwell

Stigma & Discrimination

- * More than 70% of people with mental illness actively conceal their mental illness from others
- * Social stigma often leads to status loss, discrimination, and exclusion from meaningful participation in society
- * Stigma and discrimination can also influence opportunities for employment

Social Stigma...2

- * Stigma can interfere with effective treatment:
 - * A person who sees that addiction/Mental illness is stigmatized may feel shame and be reluctant to seek treatment
 - * Social supports for recovery may not be adequate in a community that stigmatizes addiction / Mental illness

Remember! *You matter and you make a difference!*

There is **NO** health without **MENTAL HEALTH !!!!**

