



For more information please contact:
Terry Anderson STUC Union and Community Development
Officer on 07791 704 682 or at tanderson@stuc.org.uk

Susan Lowes Scottish Development Centre for Mental Health
Head of Operations on 0131 555 5959 or at
susan@sdcmh.org.uk

Nina Torbett Scottish Centre for Healthy Working Lives
Development Manager Health Promotion
on 01698 208 195 or at nina.torbett@health.scot.nhs.uk

Supported and funded by The Scottish Government

Promoting positive mental health in work-
places:

A partnership approach to achieving
improved workplace well-being



Promoting positive mental health in workplaces:
A partnership approach to achieving improved work-
place well-being

“Promoting positive mental health in workplaces” aims to raise awareness of the benefits of healthy inclusive work and to improve workplace support for individuals with mental health issues. It is a joint initiative being taking forward by The Scottish Trade Union Congress (STUC), Scottish Development Centre for Mental Health (SDC) and The Scottish Centre for Healthy Working Lives (SCHWL) with support from The Scottish Government. The project will also seek to explore channels where trade unions can offer more practical and sensitive support in different workplaces.

The year long pilot project will look specifically at raising awareness in 5 workplaces with trade unions and management building awareness, and action planning to provide sustainable outcomes. The project will include an introductory planning session and two follow up training sessions in each workplace.

Initially advisers will discuss the following criteria within workplaces with union reps, workers, managers and directors:

1. Communication systems
2. Meaningful consultation within the organisation
3. Staff involvement and participation
4. Respect and value for staff
5. The working atmosphere
6. Support systems
7. Networks of support for individuals
8. Training for reps and managers
9. Health and safety practice
10. Sickness and absence

Promoting positive mental health in workplaces

Timescales and Action plans

- Steering group with representatives from Scottish Government Health Department, Department of Work and Pensions, HSE and partner organisations to meet on 1st December 2008
- Five workplaces selected and initial meetings with managers and unions by end of Nov 2008
- Planning and focus group meetings in each workplace should take place before end of 2008. These sessions will inform the design of the workplace training in each workplace.
- Union rep awareness training sessions as required before end of 2008
- Two workplace training seminars throughout the project year

Benefits

- Free training and support for union reps and managers
- Plan for a support network within your workplace
- Promoting an internal best practice vehicle to offer support
- Business benefits of a healthier and more supportive workplace
- A tailored approach to enable involvement and participation.