

Healthy Hour Discussion Pack

Topic: Mental Wellbeing at Network Rail

Purpose of the discussion:

Poor mental wellbeing may be caused by one thing, however it could also be a build-up of smaller things, both at home and in the workplace. This can make it hard to identify and explain to others. Many of us will not talk about mental health or stress and how it affects us, so it's important that we recognise the signs of stress so we can more easily know when we need to offer, or ask for support. It's also important to understand what each of us can do to promote our own mental wellbeing.

At Network rail:

- 34% of mental health-related absences were due to stress in 2017/18
- From 2015/16 to 2017/18 there was a 74% increase in stress-related absences
- In 2017/18 at Network Rail, 46% of all mental health-related Occupational Health referrals were recorded as work or part-work related.

Discussion points: Use the information below to plan your facilitated discussion. Remember, you don't have to have all the answers – the role of the facilitator is to create an engaging discussion where everyone understands the points raised and can find solutions.

Please use the "Healthy Hour–Mental Wellbeing-Dec-2018" PowerPoint to support delivery of this healthy hour.

Discussion points	Supporting notes
<p>Think of what mental wellbeing means to you? What does it mean to Network Rail? Why should we pay attention to mental wellbeing?</p>	<p>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. To maintain positive mental wellbeing, we all need a certain amount of pressure to thrive. However, if the pressure becomes excessive, or alternatively is insufficient, this can lead to stress and have a negative impact on performance and health.</p> <p>To aid with the understanding of the importance of mental wellbeing, why this healthy hour is vital and what mental wellbeing means to all employees and Network Rail, please use slides 1- 9 for the initial introduction.</p>
<p>As a group, think about what the signs and symptoms of poor mental wellbeing are? What are the common causes of stress? What effect does stress have on you and others?</p>	<p>Next, by understanding how to spot common signs and symptoms of stress, and by recognising what may contribute to poor mental wellbeing, it will help in the earlier identification and management of poor mental wellbeing, in yourself and others.</p> <p>Please use the following areas within the Healthy Hour - mental wellbeing power-point to support the various discussion points:</p> <ul style="list-style-type: none"> • Discussion Topic 1 – How to recognise stress (slides 8 to 12) • Discussion topic 2 – Common causes of stress (slides 14 to 17) • Discussion topic 3 – Mental Wellbeing discussion (18 to 19)



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Discussion points	Supporting notes
<p>How can we learn from each other to promote our own mental wellbeing? What support is available? What commitments can we make?</p>	<p>Taking steps to look after your mental wellbeing can help you deal with pressure, and reduce the impact stress has on your life, and everyone has their own ways of doing this. The ability to adapt and have strategies to cope when something happens in your life is also important.</p> <p>You can also help create a supportive culture of wellbeing at work and ensure we create positive work environment for those around us by raising awareness and making a commitment to your personal mental wellbeing and that of your colleagues.</p> <p>Please use the following areas within the Healthy Hour - mental wellbeing power-point to support the various discussion points:</p> <ul style="list-style-type: none"> • Discussion topic 4 - Learning from each other and support available (slides 20 to 25) • Discussion topic 5 – Share your pledge (slide 26)

For further information:

For further support visit the Health and Wellbeing pages on Safety Central - <https://safety.networkrail.co.uk/healthandwellbeing/>

Speak to your line manager who can contact OH Assist, our occupational health provider for advice and recommendations – **0330 008 5105**

Contact Validium the Employee Assistance Programme – a 24/7 confidential advice and support line – 0800 358 4858

You can also contact an external support service:

Support service	What support can be offered?	Contact details
Samaritans	24/7 confidential support line for mental health and any other concerns	08457 90 90 90 www.samaritans.org
MIND	Guidance, resources and educational materials	08457 660 163 www.mind.org.uk
SANE	Out of hours emotional support line (6pm – 11pm)	08457 767 8000 www.sane.org.uk



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