



# EMPLOYEE MENTAL HEALTH: ADDRESSING THE 'SILENT RISK' IN CONSTRUCTION

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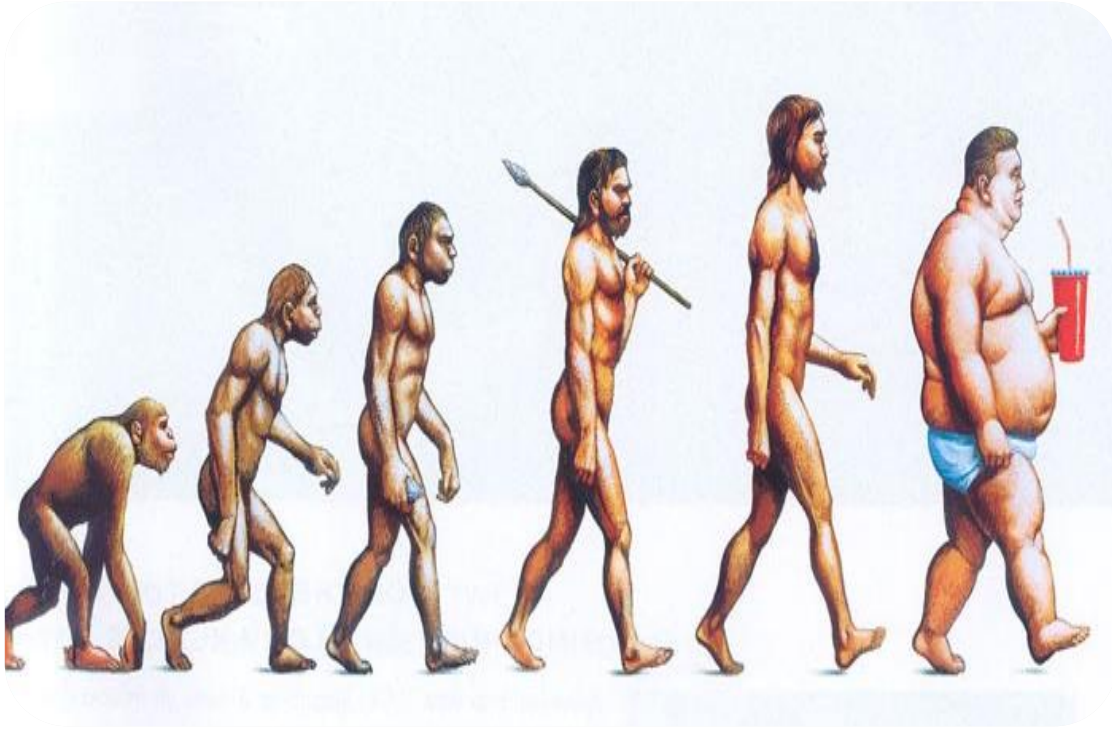


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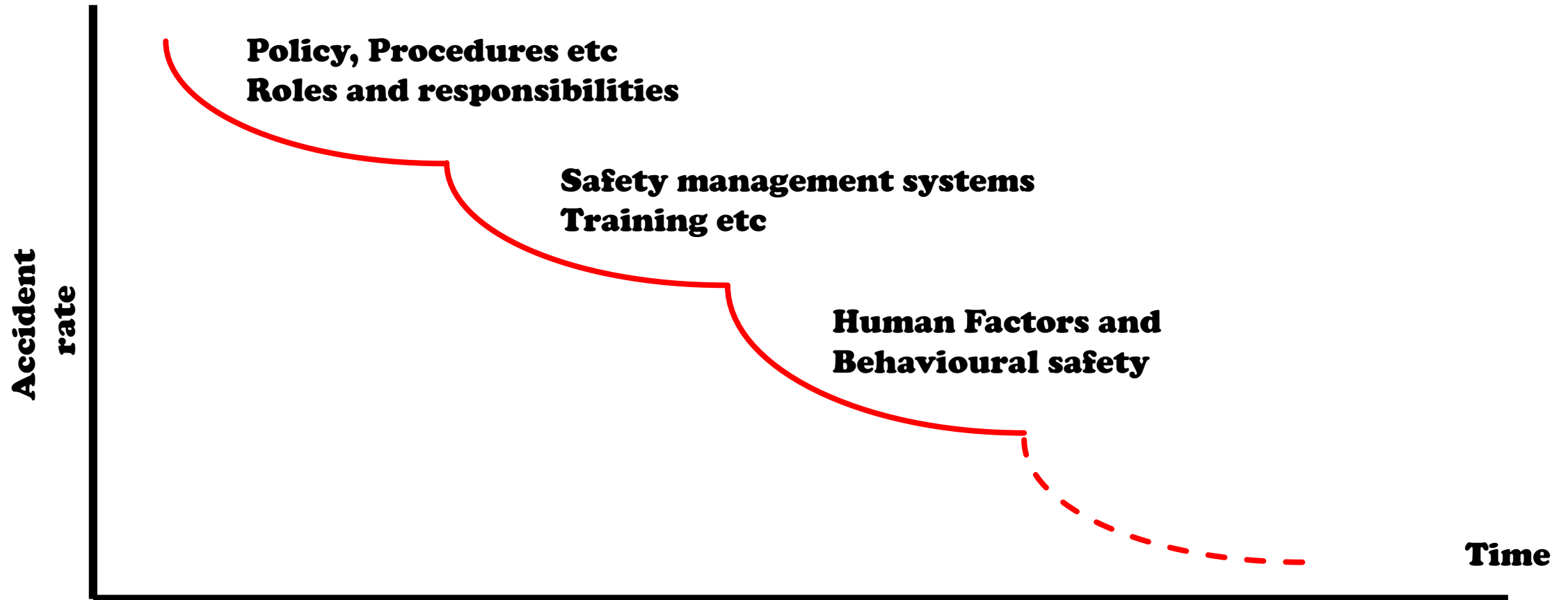
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Specialist interests – Lifestyle management, risk  
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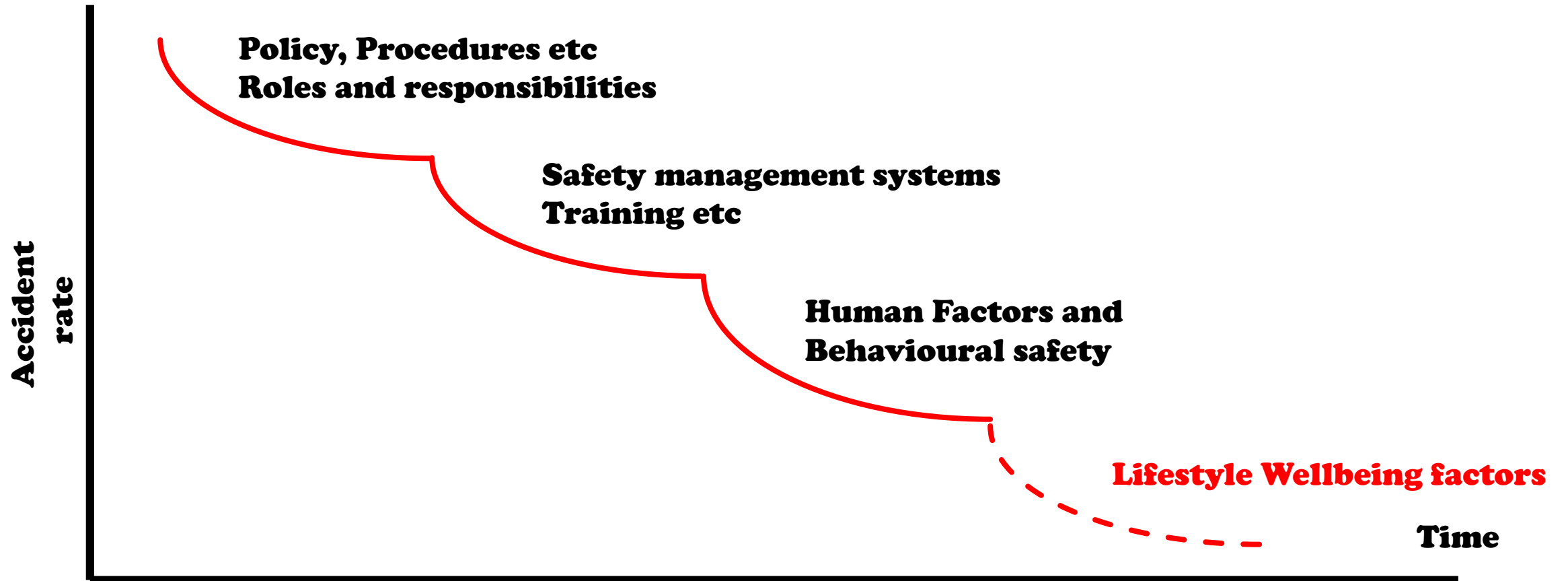
# CURRENT THREATS TO HEALTH (& SAFETY)



# HEALTH AND SAFETY MANAGEMENT TIME LINE!



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# HUMAN FUNCTION

The biopsychosocial model:

(Waddell & Burton, 2004)

## Biological:

The physical and **mental health** function

## Psychological:

Recognises that personal and **psychological factors** also influence functioning and the individual must take some responsibility for **their attitudes and behaviours**

## Social:

Recognises the importance of the **social context, pressures and constraints**, on behaviour and functioning

- Physical health & Exercise re strength mobility and dexterity
- Good brain function
- Good mental health ( NOT JUST mental illness)
- Sleep
- Energy
- Good nutrition and hydration
- Cognition, Concentration & memory
- Vision and hearing
- Correct attitudes and behaviours

# REDUCED MENTAL HEALTH

- Reduced concentration
- Mood changes
- Decreased energy
- Decreased cognitive functions
- Reduced concentration and memory
- Sleep loss
- Decreased learning and fact retention
- Attitude changes
- Reduced productivity

- Falls and head injury
- Neurological conditions
- Peripheral nerve damage
- Substance abuse ( and prescription medication / OTC)
- **Sleep loss**
- **Depression**
- **Anxiety**
- **Stress**
- **Dementia**

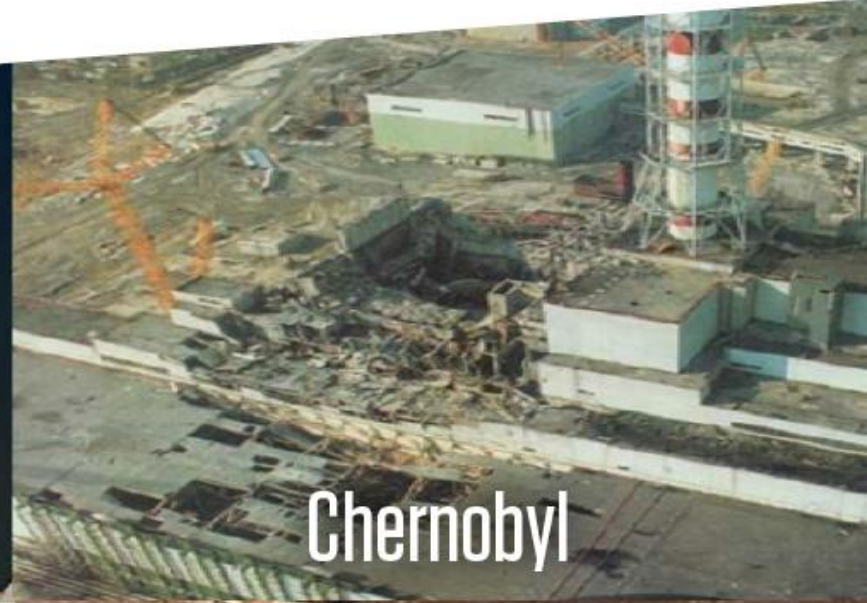
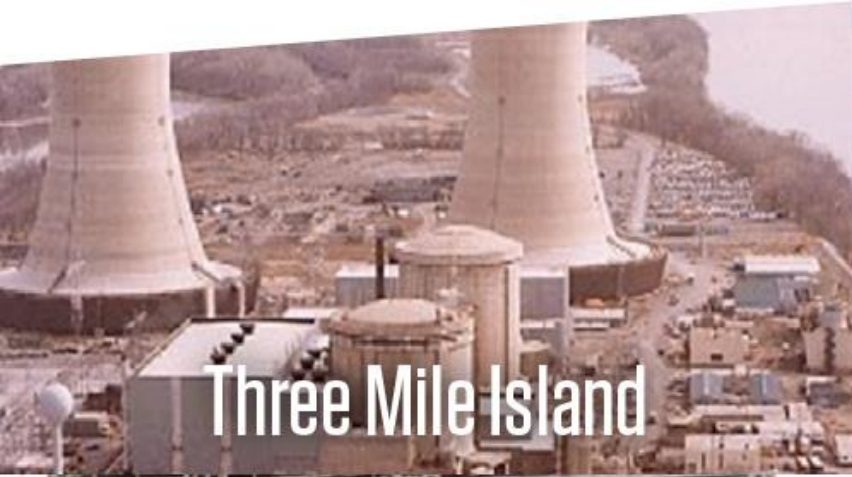
# IMPORTANCE OF SLEEP

- Essential for all human functioning
  - Cognitive & physical performance
  - Its restorative powers
  - Learning & memory consolidation
  - Mood enhancement
  - Increased irritability
  - New evidence shows a relationship to weight gain and aging
- Drowsy at work
  - Lateness
  - Irritability
  - Decreased concentration
  - Poor work output
  - Effects of medication / alcohol / stimulants / drugs
  - Impaired reaction time, judgment & vision





# NOTABLE TRAGEDIES WHERE SLEEP DEPRIVATION CAUSATIVE



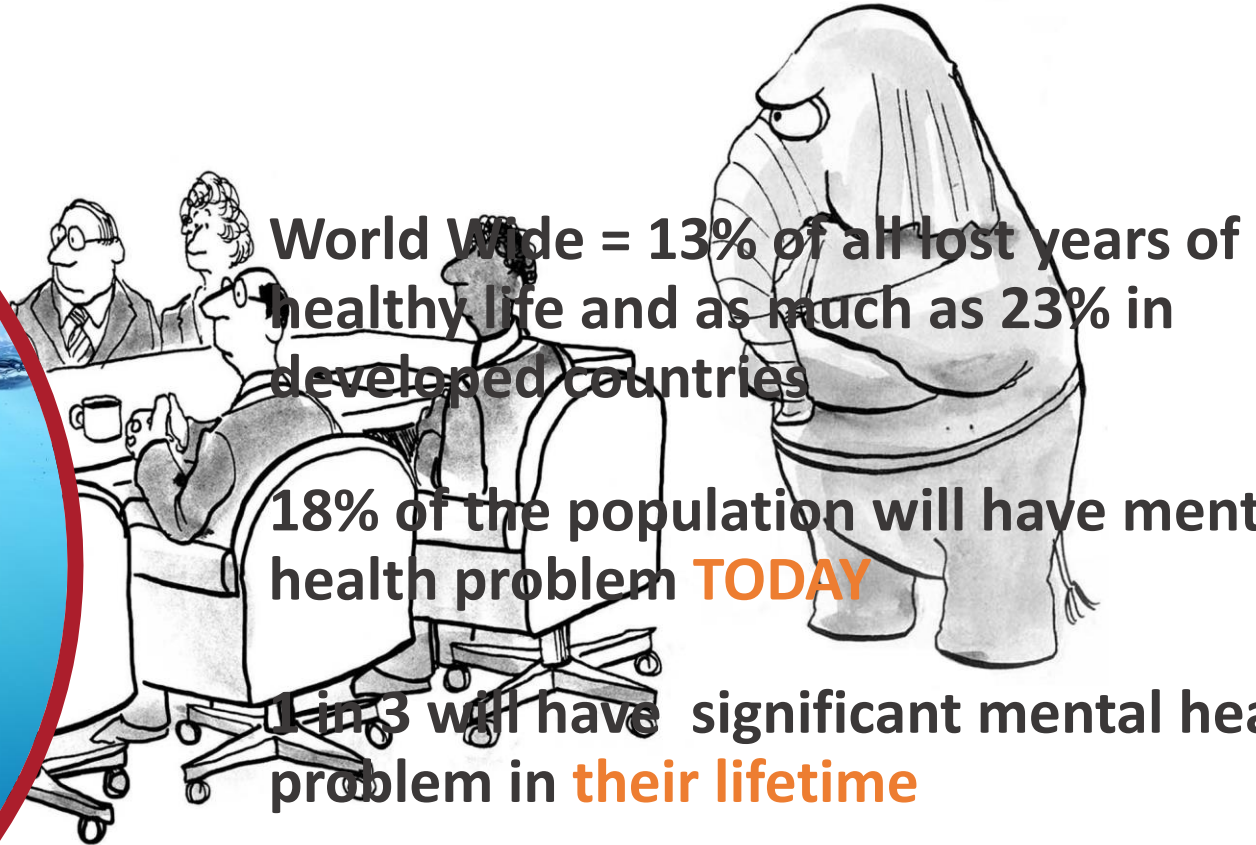
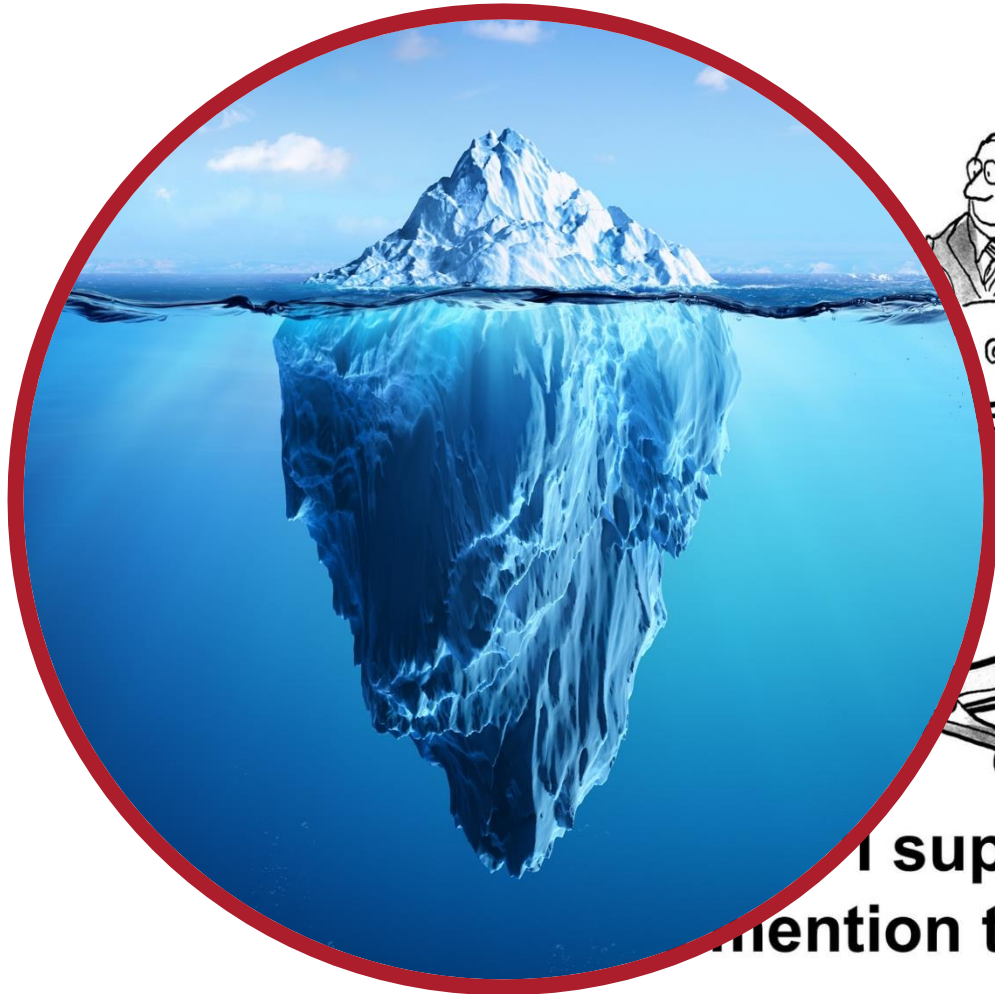
# WHY ARE WE TALKING ABOUT MENTAL HEALTH?

## Common issues include:

- Lack of real understanding of mental health and mental illness
- Associated stigma and people suffer in silence
- Separation of physical and mental health programs
- Time from onset to diagnosis can be insidious over months / years
- Increase in stress caused by issues arising from work and home
- Failure to identify and support self and others
- Massive rise in prescription of anti depressant medication
- Increase in numbers with dementia
- **Little help or advice on early self management and measures to reduce risk**



# WHY ARE WE TALKING ABOUT MENTAL HEALTH?



World Wide = 13% of all lost years of healthy life and as much as 23% in developed countries

18% of the population will have mental health problem **TODAY**

1 in 3 will have significant mental health problem in **their lifetime**

"I suppose I'll be the one to mention the elephant in the room."

# MENTAL HEALTH PROBLEMS

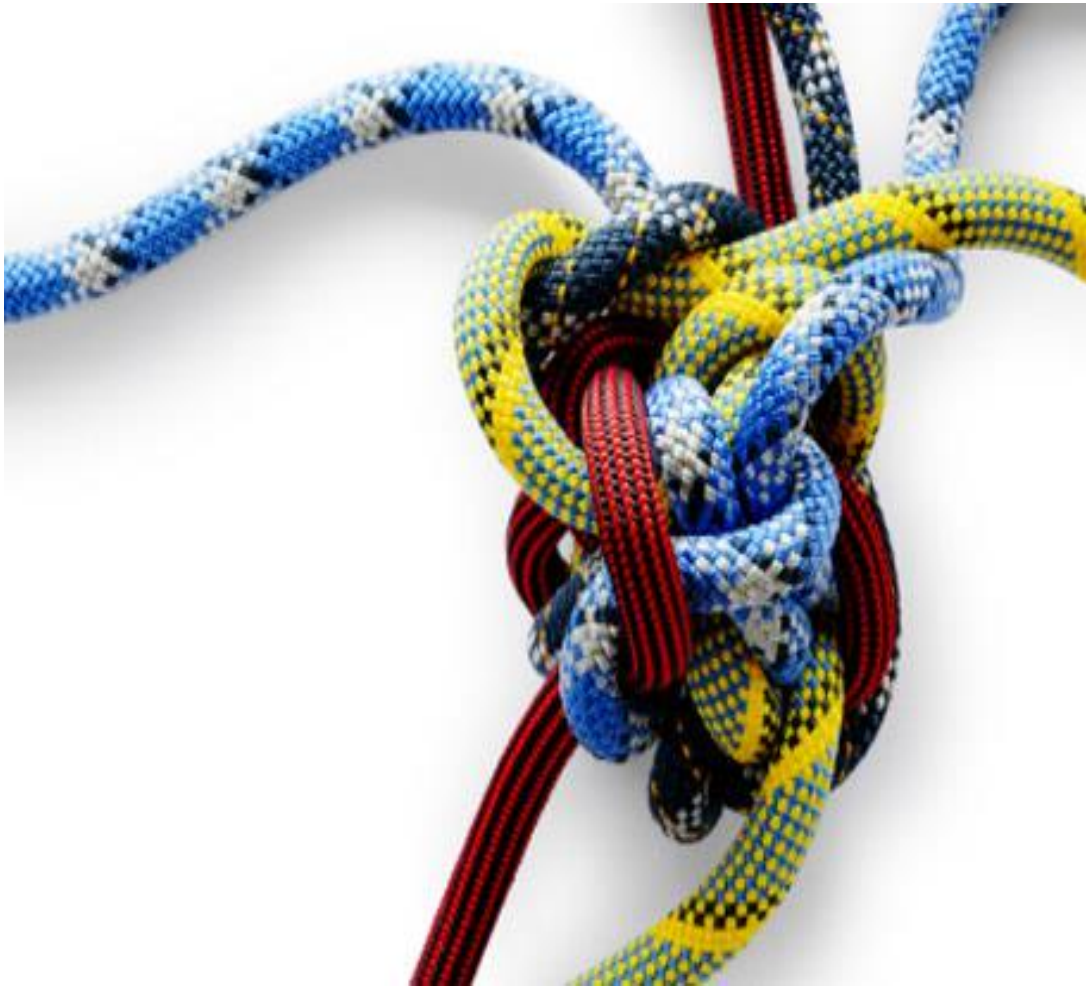


## **450+ different diagnoses including –**

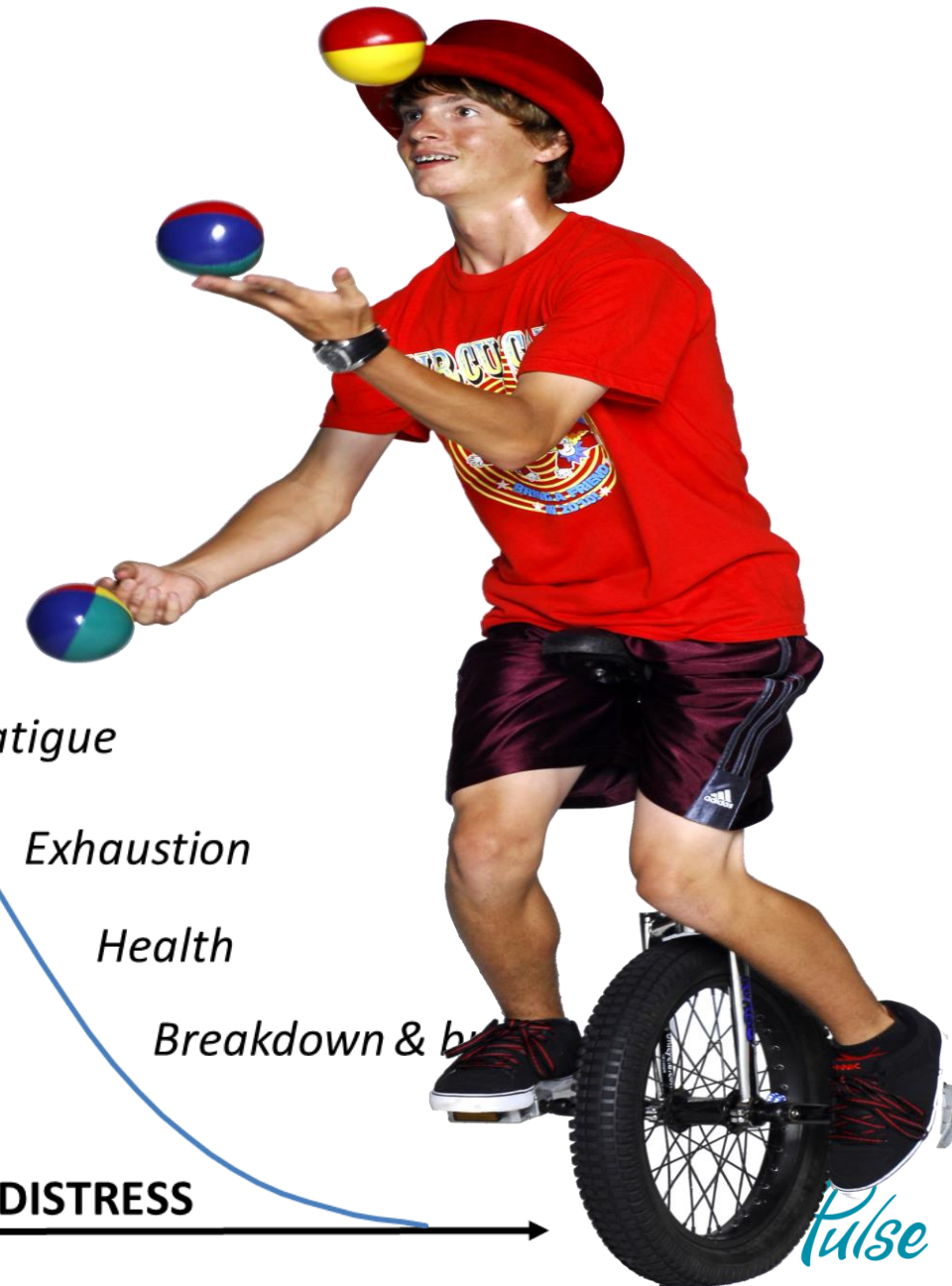
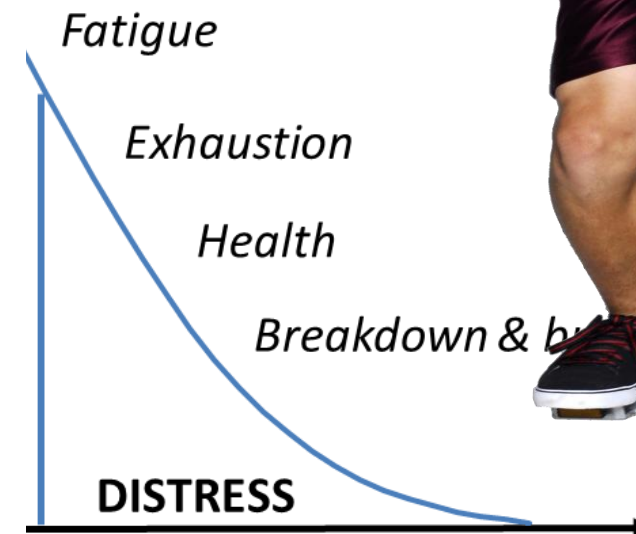
*Depression, anxiety, bipolar affective disorder, schizophrenia, eating disorders, phobias, obsessive compulsive disorder, drug and alcohol abuse, post-traumatic stress disorder, and dementia.*

These are issues which could affect **any one of us.**

# YERKES-DODSON LAW



Level of Stress



Pulse



# EMPLOYEE WELLBEING: IMPLEMENTING THE SOLUTION



# BEST BUSINESS PRACTICE

- Accept mental health is vital for employee and business performance
- Long term approach and imbed in Corporate Culture
- Leadership must come from the 'C' Suite
- **Talk about HEALTH** and be open and honest with conversations at all levels
- **Put MENTAL HEALTH into Health & Safety**
- **Build into Risk Assessment processes Health inc Mental Health**
- Recognize need for education, understanding, proactivity
- Train line managers re identification and support
- Try and maintain employees at work with problems
- **RECOGNIZE EVERYONE IS VULNERABLE AND DEVELOP RESILIENCE**
- **Develop a holistic employee wellbeing cultural programme**

HOW  
AM I?

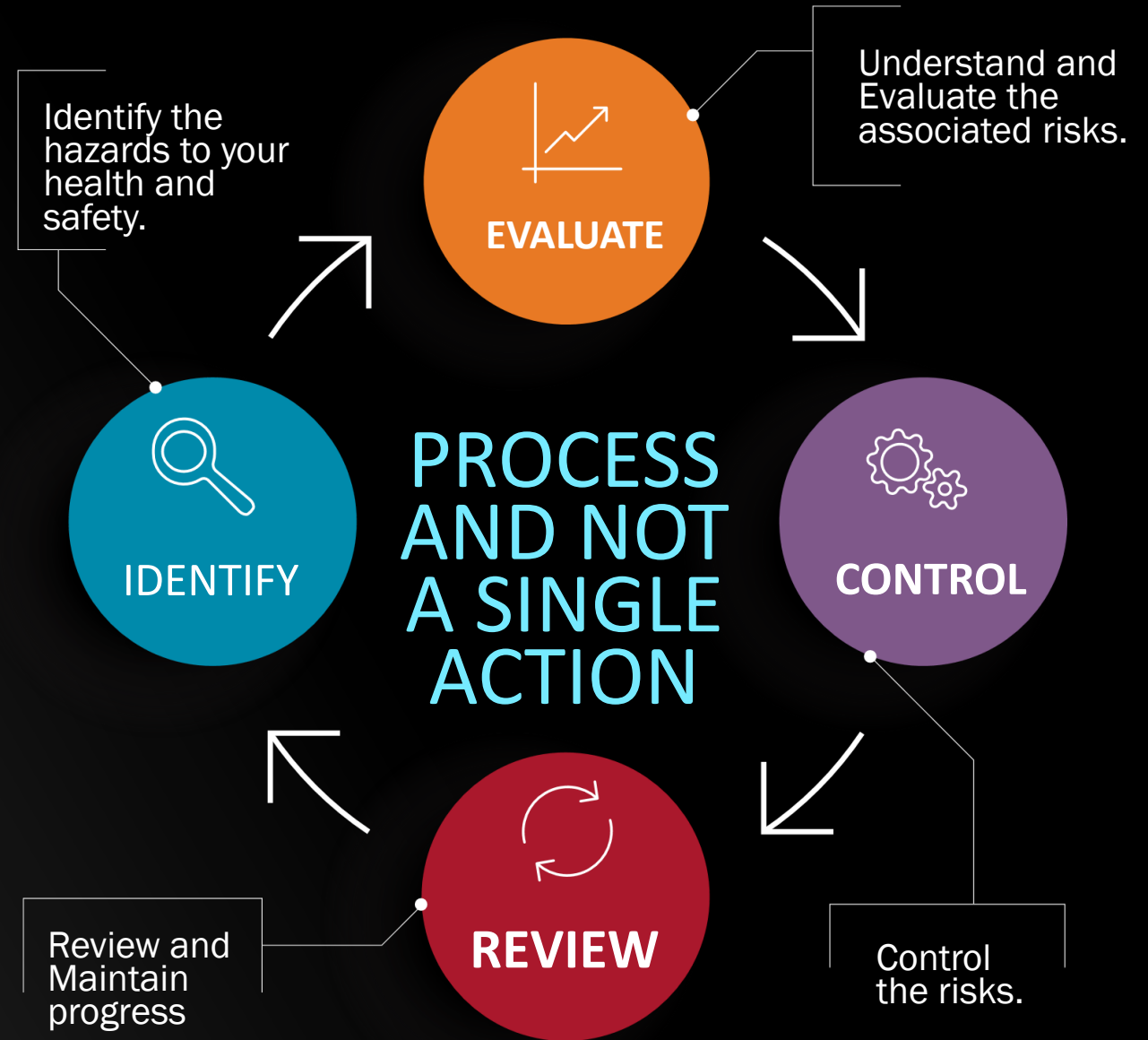
# SIMPLE COMMUNICATIONS

HOW ARE  
YOU?



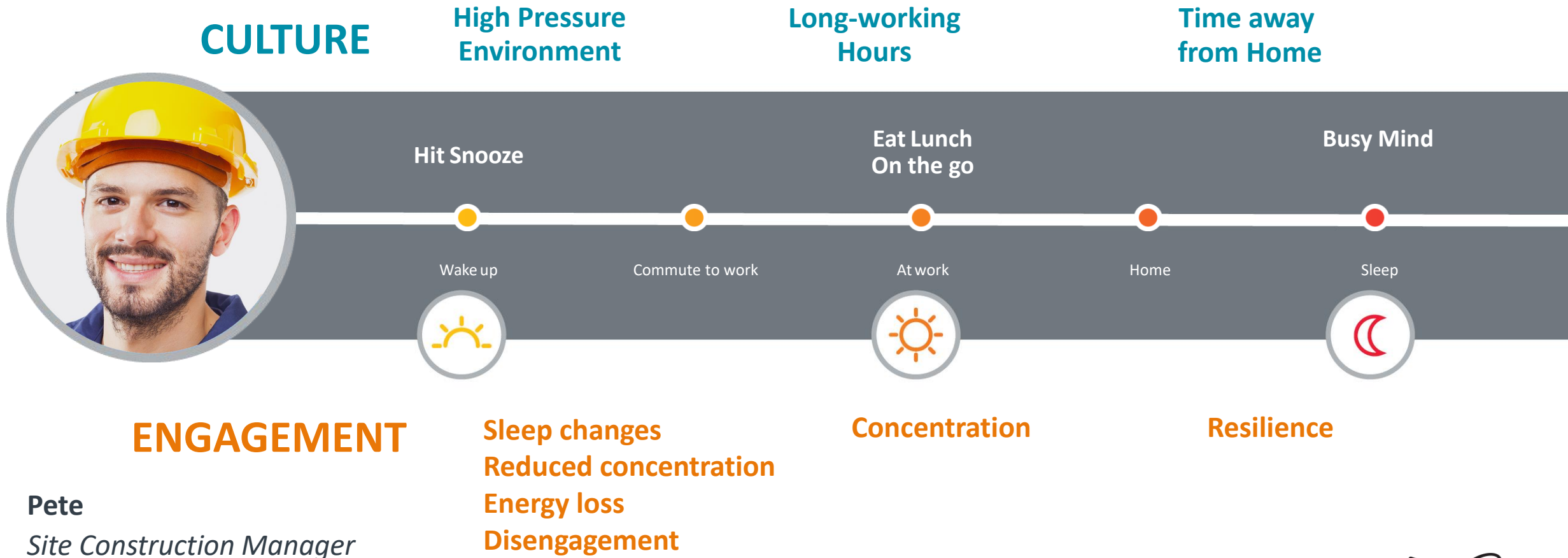
# PRINCIPLES OF RISK MANAGEMENT

The eradication or minimisation of the adverse affects of risks to which an individual is exposed.





# PETE'S DAILY JOURNEY







CHANGING YOUR LIFE  
BY CHANGING YOUR  
ATTITUDES & BEHAVIOURS



# ESTABLISH A DAILY ROUTINE WITH VIRGIN PULSE



1

Make paying attention to health a daily routine

2

Introduce new habits slowly via challenges and daily tips

3

Make paying attention to health a daily routine

4

Make paying attention to health a daily routine

## SMALL, SUSTAINABLE STEPS

# CREATING A HEALTHY WORKFORCE ONE EMPLOYEE AT A TIME

## LIFESTYLE INTERVENTIONS



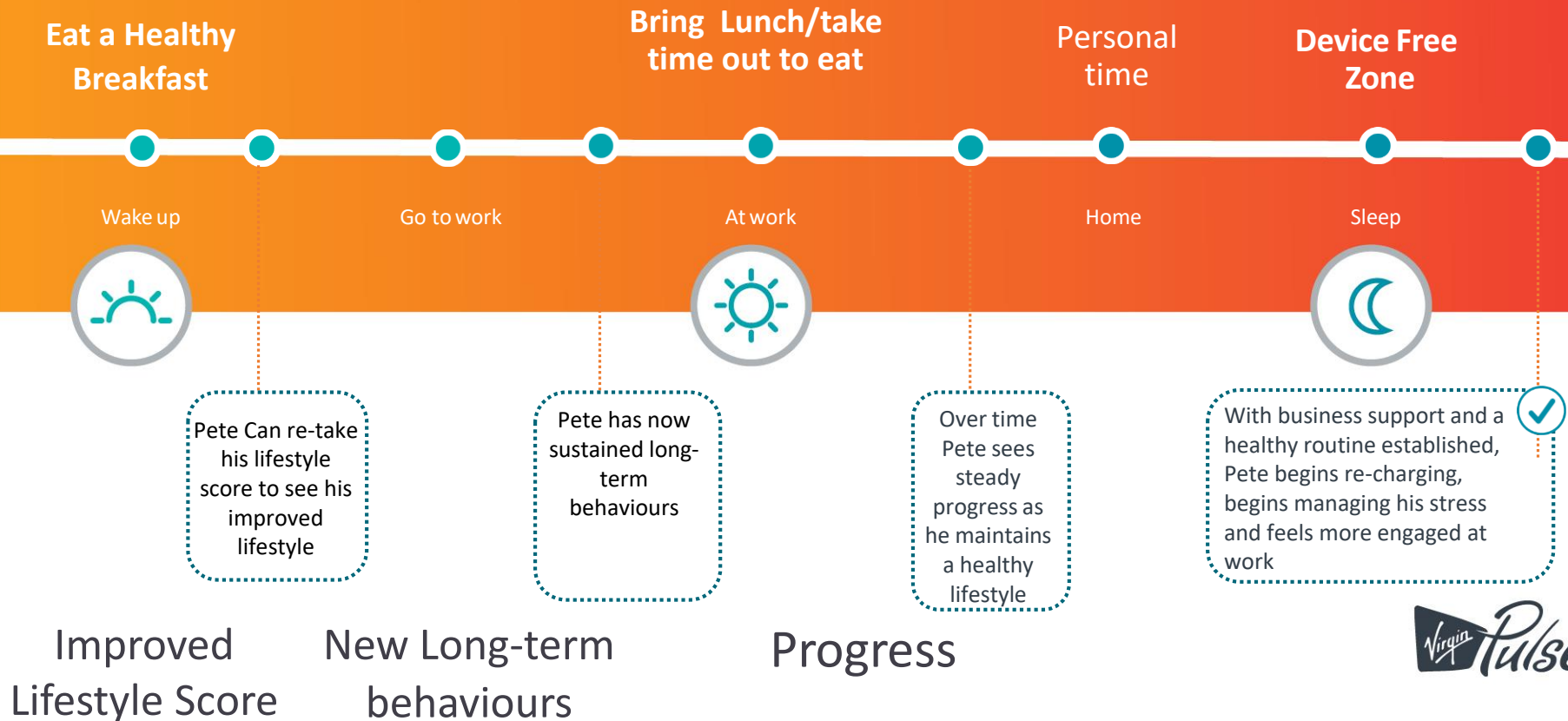
# PETE'S HEALTHY DAILY ROUTINE

After



**Pete**

Site construction Manager



A background image showing four people (three women and one man) in athletic wear, smiling and high-fiving each other. The image is overlaid with a semi-transparent teal color.

# CHANGING LIVES *And* BUSINESSES FOR GOOD

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