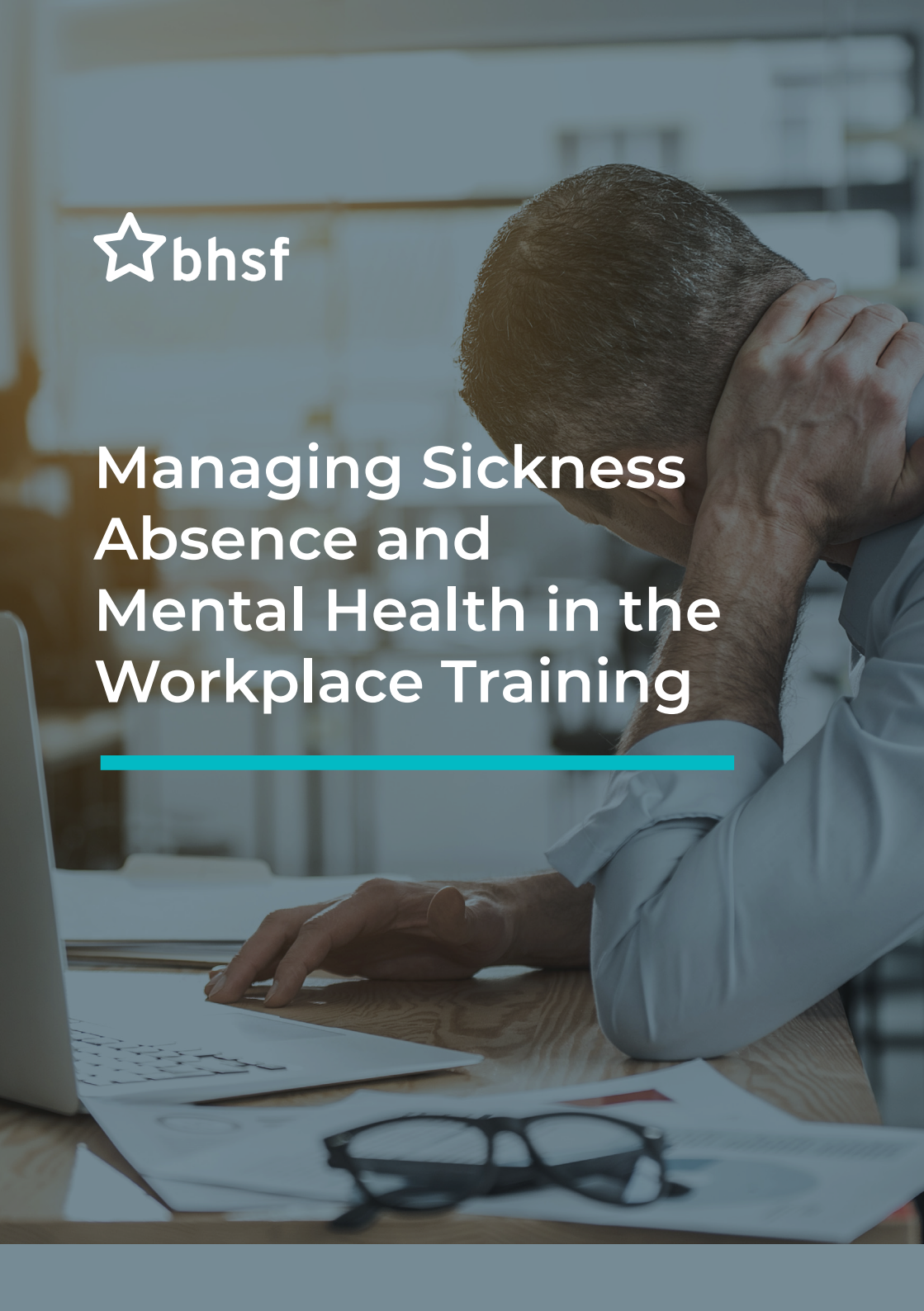




Managing Sickness Absence and Mental Health in the Workplace Training



A staggering
1 in 4 adults are reported to **suffer with mental health issues** in any given year.¹






Employees struggling with their mental health in the workplace is now the norm and so employers must have support in place.

Mental health is the leading cause of employee sickness absence in the UK, with a startling 70 million work days lost per year, at a £2.4 billion cost to employers.² But research shows that with effective training this absence can be significantly decreased.

Bespoke training with BHSF

Our expert consultants work with you to produce a Health Needs Assessment. They will design and facilitate bespoke management training tailored to your workplace requirements, with the aim to reduce absence in the workplace and improve productivity.

Course aims

-  To examine the issue of absence in the workplace while providing a framework for discovering the root cause of this absence.
-  To provide supervisors and managers with the essential skills to investigate and manage instances of absence fairly.
-  To give managers skills and knowledge to support and manage staff with mental health problems.
-  To understand and recognise the factors that affect staff in the workplace.
-  To provide a toolkit to assist managers in the management of long-term sickness absence.

1. Mental Health Foundation – Mental Health at Work <https://www.mhaw.uk.com/>

2. Mental Health Foundation – Mental Health at Work <https://www.mhaw.uk.com/>

Course outline

Your employees will:

- ☆ Get to understand what is mental health.
- ☆ Be able to distinguishing poor performance from underlying factors.
- ☆ Gather tips on how to deliver appropriate assessment and support.
- ☆ Realise the importance of early and effective interventions.
- ☆ Be upskilled in the case management approach – ‘dealing with complex cases’.
- ☆ Recognise reasonable adjustments needed in relation to the Disabilities Discrimination and Equality Act.
- ☆ Learn to facilitate a return to work/phased return.

Benefits to your organisation

We understand that it's difficult to manage sickness absence as an employer, particularly when employees may require longer-term leave.

We keep your managers informed with access to independent expert advice and training, better equipping them to effectively deal with and ultimately reduce sickness absence. We also promote creating an 'Attendance Culture' within businesses which can help to improve workplace productivity.

Our specialist trainers equip managers with the tools and capabilities to have sensitive conversations, signpost necessary support and intervene when needed.

Help your employees manage sickness absence and mental health in the workplace.

Contact our enquiries team today on:

0121 629 1165 or visit:

www.bhsf.co.uk/mental-health-training

If you are an existing customer, please contact your account manager.

Lines open Monday to Friday 8.45am to 4.45pm (excluding Bank Holidays).



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