At any time, 1 in 6 of the working population will have a mental health disorder, most commonly anxiety or depression, and a further 1 in 6 will have symptoms of mental ill-health, including substance dependence*. Many of these people will recover from their illness.

Stigma, prejudice and unfamiliarity around mental health issues discourages employees from revealing their condition, impeding employers from making the often simple adjustments a colleague needs to give their best. That said, it is common for a reasonable performance management process to be interrupted by a stress claim, leading to scepticism. The net results are the multiple and considerable costs arising from absenteeism, presenteeism and lost talent. This briefing includes an occupational health specialist’s expertise, to help you handle ‘invisible’ health conditions.

*Mental Health Foundation

“*My black dog ... seems quite away from me now – it is such a relief. All the colours come back into the picture.*” Sir Winston Churchill

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Who should attend?
This course is aimed at experienced HR professionals who are responsible for employee wellbeing and absence. It will also be relevant to in-house employment lawyers. We will assume knowledge of principles of discrimination law.

Delegates will gain an insight into:
- encouraging disclosure, line manager awareness and responsibility
- phased return, redeployment, modified duties/reasonable adjustments, pay, coaching: how much is enough?
- capability dismissals
- long-term sickness: and the link to mental ill-health and addiction
- working with the medical profession and ‘fit for work’
- the tension between health questionnaires and the duty to make adjustments
- mental health conditions and disability

In-house training
We can deliver versions of this briefing for directors and senior managers, tailored to reflect your organisation’s requirements. For further information contact: Nicholas Edwards on +44 20 7919 4697 or nicholasedwards@eversheds-sutherland.com

The courts continually state that there should be no distinction between physical and psychological injury, but mental illness is more difficult for employers to deal with in practice. You often cannot see the symptoms in the way you can with physical injury, and employers who have faced spurious claims are, understandably, wary. Most mental health conditions are as manageable and treatable as physical ailments. This briefing provides an update on, and a space in which to discuss with peers, one of the most difficult issues an HR professional must handle.

Employees and mental health
Responsibility and adjustment

In-house training
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7 out of 10 employees said their boss would not help them cope with stress.
50% of workers are scared to take time off sick.

Mind Survey

Ethical HR
Summer School
20–21 July 2017
Ashridge Business School
£849 +VAT including accommodation and conference dinner
Contact nicholasedwards@eversheds-sutherland.com for more information

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Programme

09.00 registration and coffee, 09.30 start

Mental health – legal framework
- Equality Act 2010: when does mental ill-health become a disability?
- unfair dismissal, constructive dismissal and bullying
- health questionnaires: what you can ask, and when
- the employer’s duty of care and personal injury negligence claims
- ‘new’ HSE stress management standards

An occupational health perspective
- how mental ill-health differs from physical ill-health
- what you can expect from GPs and their diagnoses
- access to, and use of, medical reports
- treatment, adjustments and recovery

Difficult areas (using case-studies)
- encouraging, and managing, disclosure
- bad backs and substance misuse: mental health conditions in disguise?
- ‘soldiering on’ or ‘crying wolf’: dealing with both rehabilitation and support: how far should you go?
- managing a phased return to work
- breakdown, meltdown and behavioural problems
- medical process and delay
- ‘you are all out to get me’: paranoia or self-pity?
- self-harm

Case-law and new developments
- the role of ‘Fit for Work’
- Croft Vets Ltd -v- Butcher: funding of psychiatric services
- Gallop -v- Newport County Council: risks of over-reliance on OH opinions
- Donelien -v- Liberata UK Ltd: knowledge of disability
- compensation trends and calculations

13.00 close, followed by lunch

Speakers

Kate Sheehan  
Principal Associate  
Eversheds Sutherland

Kate has a particular interest in the mental health and disability discrimination aspects of employment law. She works closely with MIND and the CIPD on these issues. She has worked in-house supporting General Counsel in two large international companies on issues including ill-health.

Dr Lucy Wright  
Chief Medical Officer  
OH Assist

Lucy has worked in the NHS, and at a senior level in the Health and Safety Executive and in the oil industry. She was a member of the Industrial Injuries Advisory Council, and is an examiner with the Faculty of Occupational Medicine. She works with clients to develop and deliver their distinctive health strategies.

(The speakers may vary at each location but each perspective will be covered.)

OH Assist aims to help clients to create a workplace culture that recognises employee wellbeing as part of business success. We employ 300 occupational health practitioners to deliver services including absence management, fitness for task assessments, health surveillance, vocational rehabilitation, and wellness programmes, as well as diagnostics and treatments.

Ohassist.com
Employees and mental health

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Contact us

Email training@eversheds-sutherland.com
Phone +44 113 200 4040

Booking conditions

It is a condition of attendance that the course fee has been pre-paid. Your booking will be confirmed in writing within five working days of our receiving your completed booking form. If you do not receive confirmation within ten days, please telephone us on +44 113 200 4040.

Cancellation policy

Any cancellation must be notified at least two weeks prior to the seminar date otherwise you will be charged for the place. Alternatively a substitute can attend at no extra cost.

Book online

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Ethical HR Summer School

20–21 July 2017
Ashridge Business School

Speakers include:
Jane Ashcroft CBE
Chief Executive, Anchor
Jim Bligh  Director,
Public Affairs & Policy,
Tata Consultancy Services
Emily Cox  Director of
Public Affairs, Virgin Money
Jo Swinson  Director,
Equal Power Consulting

This course is aimed at ambitious HR and OD professionals who want to be more effective in their role. Each talk is intended to help you think about how people processes influence corporate values.

Contact nicholasedwards@eversheds-sutherland.com for more information.

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