

Case Study 1

Mr X is a 34 year old male who is a full-time employee within Leeds City Council. He reported a sudden deterioration in his mental health and wellbeing due to events in his personal life. He had not reported any previous history of mental health difficulties.

Mr X initially approached a trained Mental Health First Aider (MHFA) within Leeds City Council whilst experiencing a crisis whilst at work and expressing thoughts of suicide. The employee was also trying to contact his local crisis team but had been left on hold for some considerable time. The MHFA was able to separately liaise with the crisis team and explain the situation and the delay that the employee had experienced in obtaining support. The crisis team were able to then take over from the MHFA and effectively manage the situation to a satisfactory conclusion.

Mr X was also referred by management with his consent for an Occupational Health appointment. A full assessment of his mental health and wellbeing and fitness for work was conducted. Following the intervention with the crisis team Mr X was able to access other clinical treatment to help in his rehabilitation. Workplace recommendations including temporary adjustments and regular monitoring of progress were also advised. Mr X was also supported by management in allowing him time out to attend his scheduled clinical appointments and treatment sessions. Management was also encouraged to complete the wellbeing passport to capture agreed adjustments and wellbeing conversations as part of the on-going plan of support for Mr X.

Mr X currently remains in work and continues to make gradual progress in his overall recovery.

Case Study 2

I have been with the council for around 23 years and suffer with mental ill health. I suffer from depression, anxiety and bipolar and hear voices. I also self-harm by overdosing. At first, I kept this to myself and didn't want anyone to know. I thought that was the best thing. I would ring in sick with different excuses.

It was only at the time when I got sectioned under the mental health act to the psychiatric unit in Leeds and was given sicknotes from the Becklin Centre that I had to tell work. So, when I got back to work, I did let my managers know what was going on, and they were shocked. My managers were brilliant and then I told my co-workers who were really supportive. I used to phone my manager on a Sunday and let them know I was in hospital, and they knew what I was in there for. There was no stigma attached and felt comfortable.

When I moved teams, I thought this was going to be a problem but after letting my manager and team know, they were all very supportive and I have felt really part of the team ever since. I feel I can talk about anything and will get the support I need. I feel I am able to ring in with my mental health issues rather than make excuses. Leeds City Council have really supported me, and I feel able to do my job comfortably and have trust in the manager and the team.

Case Study 3

Mrs Y had many complex physical health conditions which were impacting on her ability to be in work. She was very passionate about her role and thoroughly enjoyed it, however, was struggling with her mental health too as her manager did not understand what she was going through, or how to support her.

ANNEX A Supporting colleagues with Mental Ill Health

Following contact with the Wellbeing Team, various solutions were discussed and then agreed with both Mrs Y and the manager following which they were implemented. This involved creating a reasonable adjustment passport which was reviewed and updated on a regular basis to capture and respond to further changes in Mrs Y's health.

These reviews were always done with, and never to, which meant that there were never any assumptions made of what would help the most. These were agreed adjustments to reflect how Mrs Y was feeling and therefore always had the best outcome.

This work meant that Mrs Y moved from a position of hopelessness, upset and anxiety about her future prospects, to a bright, energised, enabled, and thriving employee, delivering a service that made her feel valued and respected. For the manager, Mrs Y was in work rather than on sickness absence, and very much delivering a much needed and quality service.