



KINGDOM



**MENTAL HEALTH
ASSISTANCE**

Common disorders

Anxiety – is a natural response from mild uneasiness to a terrifying panic attack. A disorder is where anxiety is more severe, long lasting or interferes with a person’s work or relationships.

Stress – is where an individual feels psychological strain or pressure. We need some to challenge us, however not knowing how to manage or prioritise is an issue.



www.foryoubyyou.org

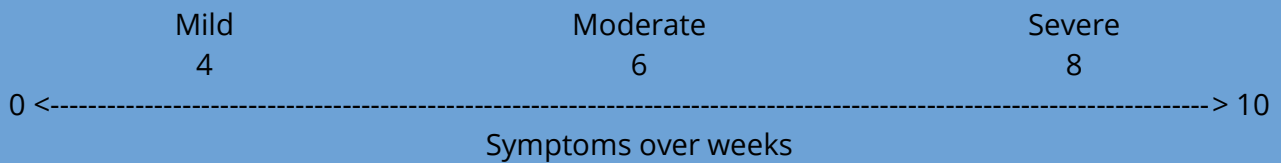
Depression – The persistent feelings of sadness and low mood. Everyone has feelings of sadness or “blues”. It is OK to admit you are having trouble getting away from these feelings.

Symptoms to look for

Early intervention is important to assist reduce the level disorders can effect an individual. It is important to choose a suitable time to approach someone to discuss depression. Signs of someone who is depressed can be:

- Loss in confidence/poor self esteem
- Guilt when they are not really at fault
- Wishing they were dead/suicidal thoughts
- Difficulty in concentration
- Unusual sad mood won't go away
- Loss of enjoyment and interest
- Difficulty in making decisions
- Moving more slowly or becoming agitated and unable to settle
- Oversleeping or difficulty sleeping
- Loss of interest in food, or overeating
- Changes in habits leading to weight gain or loss
- Lack of energy

Severity Indicator



Sources of support

Once the first step has been taken you don't need to take the rest on your own. Contact your family and friends as a support network is key to getting on the road to recovery. It is also advised to speak to your Doctor. Some people are scared that they will be given lots of pills. There are so many ways to manage mental health issues, medication being one of a variety of options.

What Kingdom can do for you

If kingdom are made aware of an issue we can look to assist in a number of ways. This list is non – exhaustive and further advice can be requested from Absence Management;

- Risk Assessments
- Action Plans
- Work towards expected return to work dates
- Hold Welfare meetings
- Grant emergency leave to deal with immediate short term issues
- Return to work interviews
- Receive Medical opinion as to suggested accommodations or recommendations

It is important to know that all discussions will be in the utmost confidentiality and only relevant information (such as amendments or return to work dates) for operational needs will be disclosed. Any sensitive information will not be divulged unless authorisation has been given to do so. We will ask for authorisation should this be required.

List of useful and accessible contacts

CBT Online – www.getselfhelp.co.uk

Free cognitive behavioural therapy including resources such as worksheets and mp3s

Elefriends – www.elefriends.org.uk

Run by MIND this online community is a place to share experiences with similar experiences

Podcasts – www.mentalhealth.org.uk/podcasts-and-videos

Series of free audio podcasts including guided relaxation, mindfulness and overcoming fear and anxiety

Stress Management – www.workguru.org

Web-based stress management programme providing tools to build resilience and manage stress in the workplace

Apps

www.healthyhappyapp.com

daily brief reflection exercises to help make more mindful decisions

www.moodpanda.com

allows people to track mood

www.sleepio.com

App for sleep management

http://www.prevent-suicide.org.uk/stay_alive_suicide+prevention_mobile_phone_application.html

The Stay Alive app is a pocket guide with resources and strategies, providing links to crisis support available

Useful Contacts

National Operations Centre (24 line)- 01744 815936

Absence Management (Mon – Fri 09:00 – 17:00hrs) – 01744 697959

matthew.parry@kingdom.co.uk

hr@kingdom.co.uk

Business Manager – varies according to site. HR will direct you to the correct Business Manager and their contact details should it be required. Please note that Business managers may not be able to respond due to other needs of the business. It is advised as best to contact the National Operations Centre and Absence Management prior.