



MENTAL WELLBEING IS EVERY EMPLOYERS BUSINESS

THE GUERNSEY MIND EMPLOYMENT PROJECT

Les Cotils, St Peter Port, Guernsey

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Mental Health is Every Employers Business

Guernsey Mind Conference 2013

'Managing Mental Wellbeing in the Workplace'

Welcome to the Guernsey Mind Employment Conference. In 2011 we launched a two year project to promote best practice in the workplace for people experiencing common mental health problems. The project has expanded beyond our expectations and has grown from a small working group to become a core part of our service delivery. This conference is a culmination of the hard work of the project team members and is also an opportunity for Guernsey Mind to find out what more we can do in this area.

Staff wellbeing is one of the most important factors in the quality, performance and productivity of any organisation. Research increasingly shows that common mental health problems, such as anxiety and depression, can have a staggering cost on businesses. It is vital that today's employers understand mental health and the strategies that are available to them to create a mentally healthy work environment. There are a range of tools available for senior managers that can help incorporate mental wellbeing as a priority throughout their business. This conference will explore some of these tools and offer practical solutions for what can be a very difficult issue.

Guernsey Mind advocates a preventative approach to mental health problems in the workplace. This involves increasing mental health awareness, reducing stigma around seeking help, helping staff develop resilience, and introducing simple and effective management tools to help employees stay at work. In this pack we have included some helpful information that you can take away with you today. These include factsheets about how to deal with different scenarios, local and online resources and information about the training courses that we offer.

I would like to extend a big thank you to the Employment Project team who have worked hard to organise this conference, and to the speakers who, as well as being experts in this area, are all experienced managers themselves. I look forward to an interesting conference and some thought provoking discussions.

John Curran

Chair, Guernsey Mind

2. Conference Programme

- 8.30 - 9.00 Buffet breakfast and registration
- Information Stands:**
Local services, mental health conditions and management techniques and workplace strategies for emotional wellbeing. Talk to professionals and have your questions answered. Opportunity to join the 'Guernsey Mind Employers Network', sign up for training and get a copy of our mental health and wellbeing policy
- 9.00 - 9.05 **Conference Opening and Welcome:**
Peter Harwood, Chief Minister of Guernsey
- 9.05 - 9.20 **The Guernsey Mind Employment Project:**
John Curran, Guernsey Mind Chair
(former Director-General, Office of Utility Regulation)
- 9.20- 9.45 **Mental Wellbeing is every employers business.
Putting mental health on the agenda:**
Dominic Wheatley, Managing Director,
Willis Management (Guernsey) Limited
(former Chair, Guernsey International Business Association)
- 9.45 - 10.30 **The role of employers in improving the mental wellbeing of staff and combating mental health stigma and discrimination:**
Sue Baker, Director, Time to Change
- 10.30 - 11.00 Break and Information Stands

Conference Programme

- 11.00 - 11.45 **What real difference can a mental health policy make?
A CEO's perspective:**
Boley Smillie, Chief Executive, Guernsey Post
- 11.45 - 12.00 **Handling mental health in the modern world. Keeping staff happy
and engaged at work:**
Ian Wade, Attendance and Wellbeing Coordinator,
HM Revenue & Customs, UK
- 12.00 - 12.45 **Taking Care of Business: practical tips on supporting employees:**
Emma Mamo, Policy and Campaigns Manager, Mind UK
- 12.45 - 13.00 **Closing session**
Dominic Wheatley and **John Curran**
- 13:00 Buffet lunch - kindly sponsored by Guernsey Post

3. Speaker Profiles



John Curran, Guernsey Mind Chair

(former Director-General, Office of Utility Regulation)

John Curran was appointed Chair of Guernsey Mind in June 2013. Prior to this he was Chief Executive of the Channel Islands Competition & Regulatory Authorities (CICRA) from 2010 and was Director General of the Office of Utility Regulation in Guernsey from 2005 having joined the office in 2003. John moved to Guernsey in 2003 having worked in senior roles in utility regulation in Australia and Ireland. John is married with two children.



Peter Harwood

Chief Minister of Guernsey

Peter Harwood was born in Guernsey in 1947. He was admitted as an English Solicitor in 1972 and continued in employment in London as a Solicitor and latterly as a Corporate Finance Executive before returning to Guernsey. Called to the Guernsey Bar as an Advocate in 1982, Deputy Harwood served as a partner of law firm Ozannes until the end of 2009 and as a consultant until retirement in December 2011.

Deputy Harwood was appointed a Commissioner of the Guernsey Financial Service Commission in 2004 and served as Chairman from 2006 until retirement in January 2012. He was Chairman of the Panel to review Guernsey's Machinery of Government from 1998 to 2000. He is also a founder trustee of the Help a Guernsey Child charity. Deputy Harwood was elected to the States in April 2012 and elected to the position of Chief Minister in May 2012.



Dominic Wheatley

Managing Director, Willis Management (Guernsey) Limited

Dominic is the Managing Director of Willis Management (Guernsey) Limited, an insurance management company employing 34 people and specialising in corporate "captive" insurance. He trained as an underwriter in the London insurance market and joined Willis in Guernsey in 1995, becoming MD in 2002. Dominic is a past chairman of the Guernsey International Insurance Association and, more recently, of the Guernsey International Business Association, for whom he remains an official spokesperson.

Dominic is currently working with the Guernsey Community Foundation towards the formation of an umbrella body representing the interests of older people in the Bailiwick. Outside of work Dominic enjoys family life with his wife, daughter and 2 whippets, plays cricket and golf (rather badly), drinks fine wine (in moderation), and drives old motors (when they work).

Speaker Profiles



Sue Baker,

Director, Time to Change, UK

Sue leads Time to Change, England's largest ever programme to end mental health stigma and discrimination. She is responsible for leading and delivering this exciting social movement in England.

Time to Change is an ambitious £24 million programme (funded by the Department of Health, Comic Relief and the Big Lottery Fund) being delivered by leading mental health charities Mind and Rethink Mental Illness. Sue previously worked for the leading mental health charity in New Zealand setting up marketing, campaigns and fundraising programmes and supporting the ground-breaking campaign to address the discrimination experienced by people with mental health problems, using human rights and mental health promotion models. She also worked for nine years as Head of Media at Mind, in particular carrying out the UK's first survey of the extent and impact of discrimination (in the mid 90s).

She has also been a Director of a leading substance misuse charity where she was responsible for marketing treatment services, delivering business growth and developing marketing and fundraising.

She lived in London for almost 20 years before moving to Whitstable on the North Kent coastline – famous for its oysters – she is married and enjoys photography, nature and gardening, and 'light' runs along the beach listening to seagulls. Sue studied marketing and advertising at the University of the West of England and in her career has worked in charities, councils and in PR and advertising agencies.



Boley Smillie,

Chief Executive, Guernsey Post

Born and raised in Guernsey, Boley Smillie joined Guernsey Post in 1991 straight from secondary education. The subsequent twenty two years have seen him gain a wide range of experience in different roles, rising through the ranks of the Company. Boley became Operations Director in 2007 and an Executive Director in April 2010. In July 2010 he was appointed interim Chief Executive before taking the role on a permanent basis in September 2010.

During his time as Chief Executive the organisation has improved its financial performance each year despite a number of unprecedented industry and business challenges including the loss of Low Value Consignment Relief.

Speaker Profiles



Ian Wade,

Attendance and Wellbeing Coordinator, HM Revenue and Customs, UK

Ian is responsible for the coordination of attendance and wellbeing policies and practices across the largest directorate in HM Revenue and Customs.

This involves close partnership working with third party providers of Employee Assistance and Occupational Health, the NHS Health Improvement teams and TUC and a number of external organisations which provide specialist advice for our developing policies and strategies for mental health (which led to your invitation). Ian is a member of the HMRC Mental health review group with responsibility for evaluating our Mental Health First Aid initiative and how this should best be implemented within the Department. He is a trained Mental Health First Aider and acts as the main sounding board for HM Revenue and Customs network of first aiders.



Emma Mamo,

Policy and Campaigns Manager, Mind UK

Emma Mamo is a Policy and Campaigns Manager at mental health charity Mind. Emma has worked in the disability sector since 2005 and joined Mind in 2007, where she specialises in mental health and employment.



4. What you can do

How to approach mental health and wellbeing at work

Review policy

Adopt an employee wellbeing policy. An example of a basic mental health and wellbeing policy can be obtained from Guernsey Mind.

Avoid making assumptions

It can be difficult for people to disclose information relating to their mental health. Make it easier for them by ignoring the many stereotypes that exist around the subject. Avoid trying to guess what symptoms an employee might have and how these might affect their ability to do their job – many people are able to manage their condition and perform their role to a high standard.

Don't talk about it to other people

People can be understandably anxious about discussing their mental health, so be sure to respect their privacy. Ask them if they would like anyone else to know. Create strict policies about who is made aware of disclosures. As a rule, they should involve as few people as possible.

Encourage people to talk

It is important to have an open dialogue with employees when discussing their mental health. How to deal with a disclosure should be entirely dependent on the individual employee. It is vital that you focus on the person, not the problem. Ask honest and open questions about their experience, what the implications are, and, most importantly, what support someone will need.

Be flexible

Mental distress affects people in different ways and at different times in their lives, so be prepared to adapt your support to suit the individual. Work with your employee to develop a healthy work plan (example available from Guernsey Mind). This is an agreed plan that will identify likely signs of distress, who you will need to contact in case of mental distress, and what support your employee would like or need. Reasonable adjustments to an employee's condition need not be costly or require huge changes. It might be as simple as providing a designated 'quiet room'.

Seek advice if you need to

An employee who is worried about his mental health should be advised to contact their GP in the first instance to gain access to help and support.

What you can do

Supporting an employee who is off sick

- It is essential to keep in touch. If there is little or no communication, misunderstanding and barriers can quickly arise, the employee may feel that they are not missed or valued and this can exacerbate already low self-esteem. Invites to events etc. will show that you still think of them as one of the team.
- When the employee calls in sick you can suggest and agree a time you will call them next. At the end of each exchange you can then agree on when the next follow up call will be.
- You could explore different means of contact, e.g. telephone, email, face-to-face meetings in a neutral setting. If the employee requests it they could ask someone of their choice to accompany them to these meetings.
- Ask the employee who they would prefer to have as their main contact. Either you as their line manager, a union representative, or HR personnel. This may be particularly important if the employee's relationship with their primary contact is poor or if that person contributed to the individual's absence in the first place .

"I was managing a person who was on long-term sick leave due to a stress-related illness. Each week I called her to keep in touch. I used to worry that she'd think I was hassling her. In fact, I found out later that she waited anxiously for my call. It was her one lifeline to the outside world - she needed to know that people cared about her progress."

- Early intervention is key. Sometimes the longer someone is off work the harder it is for him or her to return.
- You should reassure the employee about practical issues such as their job security and deal with financial worries.
- Give the employee the chance to explain the problem and what is happening by asking open questions.
- Ask if there is anything you as their manager etc. can do to help.
- Ask if there are any work-related issues that are contributing to their absence.
- Reassure them that you understand medical and personal boundaries and will respect them.
- Be prepared for the possibility of the employee being distressed, defensive or remote when you communicate with them. These reactions may or may not be symptoms of their illness or medication. You must still ensure that any concerns raised by the employee are investigated and dealt with quickly.
- Review their needs/wishes for support.

What you can do

- If the employee is too unwell to be contacted directly, explore whether there is someone else such as a family member or friend who can keep in touch on their behalf. As soon as the employee is well enough for direct contact then this should be arranged and followed up immediately.
- Families often play a key role in the support and recovery of people with mental health conditions. Members of the family can act as important go-betweens and potential partners in helping an employee back to work. Confidentiality must be respected, but don't assume that the employee would not want you to engage with the family.
- You may wish to encourage the person to come into the workplace informally beforehand.
- Plan a phased return to work as they approach fitness for work.
- It is helpful to think about the support you would offer to someone with a physical problem. Do you have a different approach for stress/distress, and if so – why? Visiting the employee in hospital, cards, flowers etc. can be appreciated – but ask. The main thing is to let people know they are not forgotten.
- You could ask whether they are receiving any treatment and what impact this is having, although it is important to remember not to put pressure on the person to divulge personal or medical information – it is their choice to reveal this or not.
- Ask if the employee feels able to do some work despite their condition and when they think that they will be able to return to work. It's important to remember however that when someone is in crisis it may be impossible for them to know how long recovery will take. The decision as to when it would be best for them to return to work will be assisted by their GP/Mental Health Practitioner.
- It is always good practice to have a 'return to work' interview when someone returns after any absence. This can be just a quick informal chat but it is also a good chance to ask how someone is.



What you can do

Issues to consider raising with an employee who has a mental health condition

- How long has the employee been finding things difficult? Is this an on-going issue or something that an immediate action could put right?
- Discuss whether work has contributed to their distress. Listen without passing judgement and make sure you address their concerns seriously.
- Are there any problems outside work that they might like to talk about and/or it would be helpful for you to know about? (You should not put pressure on the person to reveal external problems).
- Is the employee aware of possible sources of support such as: primary care, relationship or bereavement counselling, drugs/alcohol services/advice, legal or financial advice?
- Ask the employee if there is anything that you can do to help and make sure that they are aware of any support that the organisation may provide, such as referral to occupational health. Make sure they know that access to any support will remain confidential.

Ask open questions about what is happening, how they are feeling, what the impact of the stress or mental health condition is. Ask them what solutions they think there might be but appreciate that they may not be able to think clearly about solutions while experiencing distress.

- Is there any aspect of the employee's treatment that it would be helpful for you to know about? (For example, side effects of medication/appointments that might impact on their work). While you have no right to this information, the employee should be aware that you cannot be expected to make 'reasonable adjustments' if you are not informed about the problem.
- Does the employee have ideas about any adjustments to their work that may be helpful? These could be short or long term.
- Do they have an on-going mental health condition that it would be helpful for you to know about? If so, is it useful to discuss their established coping strategies and how the organisation can support them? It is the employee's choice whether to reveal this but you can explain that it will be easier for you to make reasonable adjustments for a condition you know about.
- Establish precisely what they wish colleagues to be told and who will say what. Any inappropriate breach of confidentiality or misuse of this information might constitute a breach of terms and conditions.
- Agree what will happen next and who will take what action.
- Consider the benefit of a healthy work plan
- You might also consider whether the employee has been affected by an issue that may affect others in the team/organisation such as the threat of redundancy/bereavement of a colleague. It is important that you record all conversations accurately – not just to protect the organisation and the employee, but also to show that the actions have been carried out fully. Once the conversation has been recorded it is best practice to provide a copy to the member of staff involved to obtain their agreement to its accuracy.

Examples of reasonable adjustments

The following list is not exhaustive but some reasonable adjustments you could consider may include:

- A phased return to work if the person has been on sickness absence- starting with part- time working and building up.
- Looking at aspects of the job that the person finds particularly stressful and rearranging responsibilities.
- Allocating some of an employee's duties to another colleague and adjusting the content of the job.
- Allowing the employee greater control over how they plan and manage their time and workload.
- If available offering the option of working at home for some of the time .
- Allowing time off for attending therapeutic sessions, treatment, assessment.
- Changing shift patterns or exploring different work options such as part-time, job-share, flexible working.
- Altering working hours e.g. reducing hours worked or offering a later or earlier start e.g. to avoid rush hour travel and review if any provisions are necessary or useful in terms of their wellbeing.
- Look at their physical environment and review what adjustments would be desirable. e.g. moving away from a busy corridor, allowing a person to use headphones to block out distracting noises, move work stations, sit next to someone who is supportive.
- Offer a quiet place where they can go if feeling anxious or stressed.
- Identify training needs and provide support to develop the skills of the individual and their colleagues; e.g. specific job requirements and/or around skills enhancement such as communication skills or time management, and assertiveness.
- Transferring the employee to another vacancy within your organisation. This should usually be a last resort once all reasonable adjustments have been fully explored in the individual's existing role.

Most adjustments are simple, inexpensive and need only be temporary. Some mental health conditions can be episodic and so it may be better to agree adjustments when they are needed rather than agreeing one or more specific adjustments that will apply all the time.

Remember

- Don't make promises that you are unable to keep. Be realistic.
- If you are not sure what will help someone – just ask them.
- Review the adjustments regularly.



5. Local Resources

Local services for employers and employees

Alcoholics Anonymous

A fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism. Contact by telephone: 713480. For information on local meetings see www.cwgsy.net/community/aa_guernsey

Alternative Therapies

Many alternative therapies can be good for your mental health. A list can be found in the Guernsey yellow pages under 'Complementary Medicine'.

Citizens Advice Bureau

Free, independent and impartial advice on relationship, employment, housing, debt or consumer problems. The Bureau is open for advice each weekday for telephone enquiries and visitors, no appointments are needed. There is also a debt counselling service available by appointment only. Contact the team by t: 242266. For more information see www.cwgsy.net/community/cabguernsey

Employment Relations Support Service

This service provides free, confidential, independent and practical advice on employment related issues to employees, employers, managers or trade union representatives. Contact the Employment Relations Service Team by t: 234567 or e: employmentrelations@commerce.gov.gg. You can also download information from their website: www.gov.gg/employmentrelations

Guernsey Bereavement Service

A free confidential, voluntary counselling service. Contact by telephone: 251056 (24hr helpline) or e-mail: gsybereavement@cwgsy.net. For more information see www.thisisguernsey.co.uk/charities/code/showcharity.pl?Autoincrement=000009&page=Home

Guernsey Health and Safety Executive.

The HSE has Management Standards and tools to help employers and employees work together to prevent excessive work-related stress. Employers and employees should contact the Guernsey team by t: 234567 or e: hse@commerce.gov.gg. For more information on the HSE approach to stress see www.hse.gov.uk/stress

Guernsey Mind

Offers free, confidential and independent advice on local mental health services, mental health awareness and employment and mental health. Contact by t: 722959 or e: emily.litten@guernseymind.org.gg

Health Information Exchange

Free, confidential, independent information on all disability and health matters. Contact by t: 707470 or e: info@healthtravel.org

Mental Health Service User Group

Campaign group that promotes, educates, communicates and empowers for the benefit of all service users. Contact by e: mhsug.guernsey@googlemail.com

Occupational Health Services

Provides expert advice to help local business manage employees with health problems that are affecting them at work and assist with reducing employee ill health caused by work. They can undertake pre-employment health assessments to ensure new employees are fit for post, help with an early return to work for an employee who has been ill and give advice on cost-effective work adjustments to keep someone at work. Contact the Occupational Health Department by t: 707411 or confidential fax: 700105

Primary Care Mental Health and Wellbeing Service

Based in GP or community settings this free Health and Social Services run programme offers advice and support for self-help as well as individual therapy sessions. Sessions are based on Cognitive Behavioural Therapy (CBT) techniques and are adapted for the individual. This service is available for those with mild to moderate cases of anxiety and depression and employees can be referred through their GP.

Private counselling services

A list of private counsellors, psychologists and psychotherapists can be found in the Guernsey yellow pages under 'Counsellors'. Many of these will offer work and organisational psychology as well as individual treatments.

Samaritans of Guernsey

They offer confidential, emotional support by telephone 24/7 to those experiencing despair, distress or suicidal feelings. Contact by telephone: 08457 909090. For more information see their website: www.samaritans.org/talk_to_someone/find_my_local_branch/crown_dependencies/guernsey.aspx

Local Resources

Local services to support people seeking to return to work

Work Rehabilitation Team

You can apply with the help of your Mental Health Services or GP. Alternatively contact Social Security Department to discuss directly. The Work Rehabilitation Team provides one-to-one assistance for people who have significant barriers to employment, including disabilities. They provide help, support and guidance to those who have been out of employment for some time, whether through illness, redundancy or personal circumstances. Some people with multiple barriers to employment are referred to occupational psychologists for additional support.



Interwork Services

You can apply with the help of your Mental Health Services. The Supported Employment Service supports people with a disability to gain and maintain paid work in the community. The role of the Service is to provide support to the applicant and match their skills and aspirations to a paid job in the open labour market. The Service then provides support and guidance for the applicant and the employer to ensure that the placement continues successfully.

***Employers please contact these organisations if your workplace wishes to participate in the schemes.**

Additional online resources for employers

Business in the Community

The Workplace Well-being Tool is a free online resource designed to help you understand the specific issues within your organisation - from estimating the business cost of poor health to comparing your measures to those in place in similar organisations

http://www.bitc.org.uk/workplace/health_and_wellbeing/the_workplace_wellb.html

Equality and Human Rights Commission

Guidance for developing a workplace mental health policy

www.equalityhumanrights.com/uploaded_files/Wales/bkmental_health_is_your_business_-_guidance.pdf

Federation of Small Businesses

A guide to help small firms manage mental health and wellbeing in the workplace and support their staff.

http://www.fsb.org.uk/policy/images/taking_care_of_business%5B1%5D.pdf

Investors in People Health and Wellbeing Interactive

Free downloads, templates, case studies and a database packed with good practice tips

<http://www.investorsinpeople.co.uk/Interactive/Awards/HWAward/Pages/GettingStarted.aspx>

Mind

Taking care of business. Employers' guide to mentally healthy workplaces

http://www.mind.org.uk/assets/0000/8310 /EMPLOYERS_guide.pdf

Mindful Employer

A website aimed at increasing awareness of mental health at work and providing on-going support for employers in the recruitment and retention of staff <http://www.mindfulemployer.net/employers.html>

Mind Workplace

Provides consultancy and training for employers on mental health, enhancing productivity by improving business practices www.mind.org.uk/workplace Rethink. Factsheet on getting back to work after a mental illness www.mentalhealthshop.org/products/rethink_publications/work_and_mental_illn.html

Shift Line Managers' Resource

A practical guide to managing and supporting people with mental health problems in the workplace

<http://www.shift.org.uk/employers/lmr/>

The Scottish Association for Mental Health

A leaflet on how to make reasonable adjustments for your mental health in the workplace

<http://www.healthatwork.org.uk/pdf.pl?file=haw/files/reasonable%20adjustments.pdf>

The Shaw Trust

Provides a service to help people stay in work www.shaw-trust.org.uk/supporting_you_to_stay_in_work

The Work Foundation

The business case for employees health and wellbeing. A report prepared for Investors in People UK

<http://www.investorsinpeople.co.uk/documents/research/the%20business%20case%20for%20employee%20health%20and%20wellbeing%20feb%202010.pdf>

6. Training Options

Guernsey Mind Workplace Training

It is widely recognised that mentally healthy workplaces experience less absence, increased productivity and greater customer satisfaction. Yet right now, one in six workers is experiencing depression, anxiety or stress.

Guernsey Mind is pleased to offer a training scheme that aims to promote good mental health in the workplace. With over 30 years' experience in improving mental health and wellbeing to draw from, we're a trusted source of support, advice and information.

Managing people at work who are stressed, anxious or depressed

Course aim: To provide delegates with the skills to recognise behaviour that suggests that someone is stressed, anxious or depressed, as well as the appropriate management skills needed to oversee this situation in a professional manner.

Who should attend: This course is for anyone who manages staff and wants to help those who may be struggling at work with depression, anxiety or stress.

Course details: The course will consist of one session of 3.5hrs and can be based at the Lions Mind Centre or in-house. We aim to gear the training towards your needs and so prefer to have some initial discussion to ascertain what these will be.

Cost: The course will cost £350 for up to 10 participants. These costs can be negotiated for a larger number of participants.

We believe in a preventative approach to mental health problems in the workplace. This involves promoting mental health awareness, reducing stigma around seeking help, helping staff develop resilience, effective sickness management and emotionally intelligent management supervision.

To book: If you would like to arrange in-house training call us on 01481 722959 or email emily.litten@guernseymind.org.gg

Guernsey Mind Awareness training

It is widely recognised that anyone who has direct contact with people experiencing mental health conditions will benefit from having an understanding of what these are. This course aims to deliver a basic awareness of mental health signs and symptoms and offer strategies that can be useful to consider adopting. This is particularly relevant given that current statistics show that one in four people will be experiencing depression or anxiety at any one time.

With over 30 years' experience in improving mental health and wellbeing to draw from, Guernsey Mind is a trusted local source of support, advice and information. By increasing understanding about mental health we hope to promote positive mental health and reduce stigma.

Mental Health Awareness

- Course aim:** To provide delegates with the skills to recognise behaviour that suggests that someone is anxious or depressed, and offers some recommendations in how to deal with probable situations.
- Who should attend:** This course is for anyone who has direct contact with people experiencing a mental health condition.
- Course details:** The course will consist of one session of 2.5hrs and can be based at the Lions Mind Centre or in-house. We aim to gear the training towards your needs and so prefer to have some initial discussion to ascertain what these will be.
- Cost:** The course will cost £250 for up to 10 participants. These costs can be negotiated for a larger number of participants.
- To book:** If you would like to arrange for training call us on 01481 722959 or email emily.litten@guernseymind.org.gg

GUERNSEY MIND EMPLOYMENT PROJECT MEMBERS

Chair : Fiona Naftel, Les Cotils
Alison Hawkins, BWCI Group
Dr Bob Gallagher, Queens Road Medical Practice
Cecilia Willis, The Work Rehabilitation Scheme, SSD
Dave Grut, Guernsey Mind
Emily Litten, Guernsey Mind
John Curran, Chair, Guernsey Mind
Julie Hamon, GTA University Centre
Nicky Le Noury, Mental Health Service Users Group
Nicola Ioannou-Droushiotis, Interwork Services, HSSD
Shelaine Green, Guernsey Disability Alliance

GUERNSEY MIND COMMITTEE MEMBERS

President:	Marc Trickey
Chairperson:	John Curran
Vice-chair:	Fiona Naftel
Treasurer:	Julie Pagnier
Secretary:	Nicky Le Noury
Corporate Fundraising:	Dave Grut
Operations and Finance:	Emma Le Poidevin
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Guernsey Mind is thankful to our supporters:
AFM Guernsey, Aurigny, Blix, BWCI Group, Guernsey Community Foundation, C5 Alliance,
Guernsey Association of Charities, Les Cotils, Specsavers Guernsey, The Imperial Hotel, The Lions Club of Guernsey