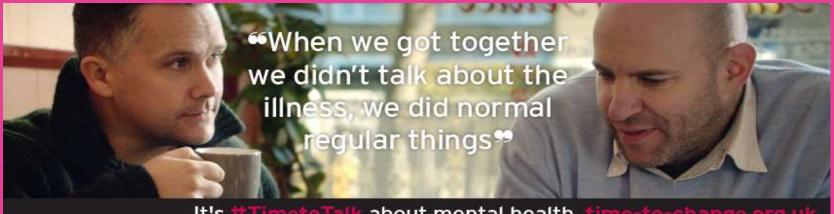
#### National Grid – Case Study

#### Its Time to Change..... isn't it?



It's #TimetoTalk about mental health. time-to-change.org.uk

Andy Buxton – Health and Wellbeing Manager

# We manage, develop and maintain nationalgrid assets

- Unreliable
- Subject to breakdown
- Works intermittently
- Cost the UK £105 B/year unplanned costs
- Not available at peak times
  - Not focussed on primary function
  - Can't predict outage
  - Impacts upon other assets performance
  - May completely fail just when you need it most

#### **Mental Wellbeing**

I in 4 adults experience at lest 1 diagnosable mental health condition each year 1 in 10 children aged 5 - 16 1 in 5 mothers during pregnancy or in year after childbirth People with prolonged mental illness's have reduced life expectancy of between 15 to 20 years Rising suicide - 4,882 in 2014 - more than twice those killed on the roads Most marked rise amongst middle aged men

#### **National Grid's Journey**







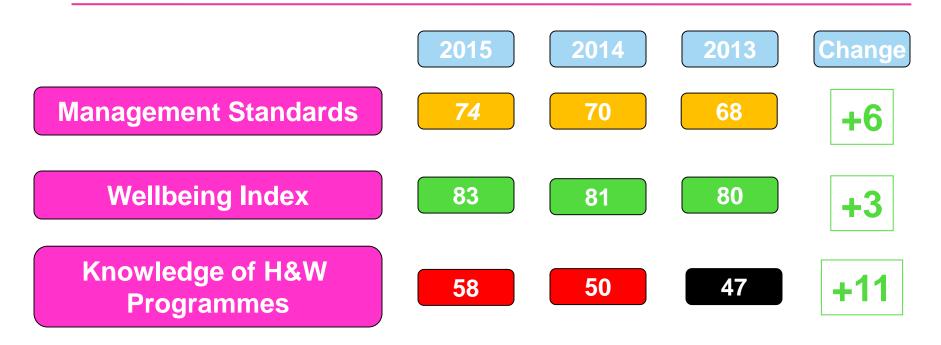
#### Physical wellbeing programmes



#### 2012 – 2014 Mental Wellbeing



#### Headlines from 2015 Survey National Grid UK





nationalgrid

#### Signing "Time to Change" Pledge.





## Mental Wellbeing

## **Our Ambition**

- Address the stigma and discrimination associated with mental health
- Improve line manager capability and confidence
- Improve mental health 'literacy' across National Grid
- Embed mental wellbeing into HR policy and practice
- Provide an on going platform of support and material to sustain awareness and capability beyond the programme
- Recognised as a champion by MIND and Business In The Community

#### Progress 2015 .....





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Personal Stories Shared 23



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- Time to Talk Feb 5th 2015 500 plus pledges
- Mental Health Awareness Week May 14 -19<sup>th</sup> 2015
- World Mental Health Day 10<sup>th</sup> October
- Time to Talk Feb 4<sup>th</sup> 2016

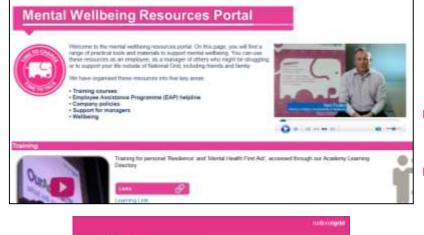






Stress Risk Assessment

#### World Mental Health Day - 10<sup>th</sup> Oct





#### Link To WMHD

5 Day – Engaged embedded comms teams

#### Monday

Training for personal 'Resilience' and 'Mental Health First Aid', accessed through our Academy Learning Directory

#### Tuesday

Employee Assistance confidential 24/7 helpline – 0845 094 8107 (option 2) – for issues including relationship and emotional support, debt and legal advice, lifestyle coaching, workplace mediation and even career advice

#### Wednesday

Company policies – our legal obligations and policies for assessing and managing stress, providing 'reasonable adjustments' to working patterns and environments, and 'work-life balance'.

#### Thursday

Assistance for managers – help line, guides and a process to follow when supporting team members with their mental health

#### Friday

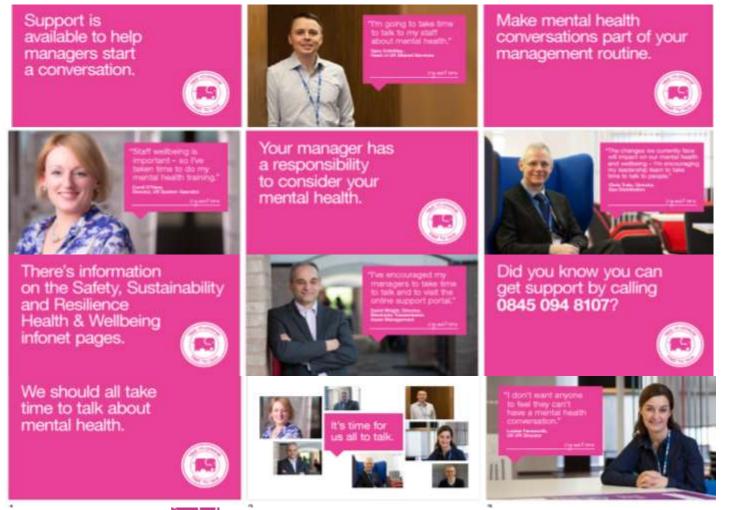
The 'Five Ways To Wellbeing' – a broad approach to keeping your personal physical and mental wellbeing in a positive place



#### Time to Change – Feb 4<sup>th</sup> 2016

- Business in the Community Champion Organisation
   Time to Change Alumni Company
- National Report Transforming the role of line managers.....
- National Grid asking leaders to :
  - have conversations around mental wellbeing, and
  - to sign the Time to Change pledge

#### **Commitment from our Leaders**



#### What's Next ...

main areas of focus :
Managers / leaders capability
Supporting through change
HR Policy reviews



https://www.youtube.com/watch?v=UWqD DacUcg4





## ENA – Occupational Health Committee





- Review and reassessment of the top three risks that could impact the health of their employees
- Share best practice on health surveillance and fitness to work assessments
- Review their approach to managing mental ill health
- Identify, collate and publish examples of successful member company case studies
- Deliver a program of events, training and health promotion activities