

Mental Health Awareness Week

We're giving you the green light to talk about mental health this week! This is something that may directly affect us all at some point in our lives -- as a carer, as a family member or friend, or as a colleague.

When you're thriving, we want to help you maintain good health. The [NHS 5 Steps to Mental Wellbeing](#) tell us to do this by connecting with others: by being active, by learning, by giving to others, and by being mindful.

Over 1,000 of you have already attended mental-health awareness training. The feedback has been overwhelmingly positive. Therefore, we've commissioned Mind to run more of these workshops so everyone in the Council can take advantage of this support and keep thriving. Find out what's available and book your place [here](#).

When you're struggling, talk to your manager and don't forget to take advantage of our [Employee Assistance Programme](#).

More than 1,200 of you have already called and there have been over 4,000 hits on the website. Remember that the EAP provides confidential, free advice and support for you and your immediate family 24/7. Things they can advise on include family matters, legal and debt issues, addiction, bereavement, stress and anxiety. Call 0800 030 5182 -- you can ring as many times as you need to. There is also an online health portal that contains useful information and tips to help you get the best from yourself. Visit: www.healthassuredeap.co.uk (username: MCC, password: EAP).

We want to help you avoid becoming unwell, but if that happens, the Council will support you through its normal attendance management procedures, including access to trained counsellors and therapists through the EAP, referrals to Occupational Health, and advice from the HR team. We want to help people stay in work, so all these interventions are available at the point of need whether you are in work or off sick.

Take a look at the [HROD health and wellbeing pages](#) on the intranet for more information about how we can support you to thrive, and how we can help if you're struggling or unwell.

This week let's talk about mental health. Take a look at some [videos here](#) of colleagues talking about their own perspectives as part of the national This is Me! campaign. More films will be added as they become available.

This week you'll see people wearing a green ribbon. This is a way of showing their understanding of the issues that can affect us all from time to time, and the importance of talking and supporting each other through it. It'd be great to hear your story, so let us know if you want to share it.

Evidence D

The organisation genuinely tries to do the right thing by their employees. Positive steps are taken to ensure wellbeing of employees. Pay is quite good and benefits (holidays/flex/pension) are very good when compared to private practice

The Council does give its employees support to help us with our Wellbeing and also with our work/life balance.

Flexible working makes this a great workplace and I think if the Council could embrace all aspects of flexible working further it would be even greater. In addition, the focus & commitment MCC has made with regard to health & wellbeing is an important step in the right direction and gives staff the re-assurance previously lacking to feel supported with the sense now that the employer does actually care about its staff.

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The new approach enables me to give my best at work and to balance that with the stress of being a sole carer. It has made the biggest difference to my ability to cope

with an Employee Assistance Programme launching in early 2017 (brought forward to provide support in the wake of the Manchester Arena Attack), mandatory mental health awareness training launched for all managers around the same time and a committed corporate steering group bringing together a cross-section of senior managers to drive initiatives both corporately and in services in partnership with the Trade Unions.