

## Training/courses

### Mentally Healthy Workplace Training

Line managers have a crucial role in supporting the health and wellbeing of employees. From communication, to clarity of job role, line managers can influence the success of a team. This training includes good practice in promoting positive mental health and wellbeing as well as offering practical examples of how to support employees experiencing mental health problems. More information at [www.healthyworkinglives.com](http://www.healthyworkinglives.com)

### Work Positive: Managing Organisational Stress

This course is aimed at Human Resources, Health and Safety or other representative from organisations wishing to develop a Wellbeing Strategy and/or a proactive approach to psychosocial risk management. It provides information on the HSE Management Standards for Work-related Stress and the Work Positive risk management process. It includes practical exercises to develop skills required to conduct a stress risk assessment and action plan in the workplace. More information at [www.healthyworkinglives.com](http://www.healthyworkinglives.com)

### Mental Health First Aid

Scotland's Mental Health First Aid offers basic general information about mental health problems. It will help to remove stigma and fear and give participants the confidence to approach a person in distress. . The skills developed through attending this course is an initial response to distress until other suitable or professional help can be found. The course will not train participants to be mental health workers. More information at [www.nhslothianhpstraining.com/](http://www.nhslothianhpstraining.com/)

### Stress Control Course

Stress Control is designed to help participants to understand the psychological aspects of stress and to learn how to cope better with stress. The classes are held over six weeks, each class focusing on a different aspect of stress. The aim is to help people to manage stress better and to understand the connection between stress, anxiety and low mood. Classes are held across Edinburgh and the Lothians during the day and in the evening. For more information go to [www.nhslothian.scot.nhs.uk](http://www.nhslothian.scot.nhs.uk)

## Tools

### HSE Management Standards

The standards help identify and manage six causes of stress at work. They cover six key areas of work design that, if not properly managed, are associated with poor health, lower productivity and sickness absence rates. More information at [www.hse.gov.uk](http://www.hse.gov.uk)

### HSE Management Competencies

The Management competencies for preventing and reducing stress at work framework is designed to support managers to prevent and reduce stress in their teams - without actually increasing the workload, and therefore the stress, upon the line managers themselves. The Line Manager Competency Indicator Tool enables managers to assess whether these stress management behaviours are part of their repertoire or not, and identify any gaps in skills or behaviours. You can use this information to seek targeted help and guidance. More information at [www.hse.gov.uk](http://www.hse.gov.uk)

Healthy Working Lives Stress Risk Assessment for individual, team level or organisational wide use in very small workplaces.



StressRiskAssessmen  
tForm.pdf

## Resources

### Health Promotion Resource Centre

The Resource Centre has an extensive collection of resources covering all aspects of health promotion together with healthcare management and related subjects. They have a range of leaflets and posters on mental health including a selection of pull-up banners available to borrow.

Pull-up exhibition banners

- Steps to deal with stress
- Share it – weighed down by work
- Mental health – recipe for positive mental health
- Be aware - mind their state of mind
- Mental health – stop the stigma

View the catalogue of leaflets, posters and lending resources at [www.nhslothianhpac.scot.nhs.uk](http://www.nhslothianhpac.scot.nhs.uk)

### Ahead for Health DVD

“Ahead for health” tackles the subject of mental health at work. The DVD encourages workers to think about their mental health and realise that there are some simple, everyday ways to stay well. It also aims to reduce stigma by giving people the confidence to discuss mental health openly in the workplace. The DVD was developed with the support of a number of companies to raise the subject of mental health in male dominated industries. To request a copy go to [www.healthyworkinglives.com](http://www.healthyworkinglives.com)