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**Able Futures**

**Access To Work Mental Health Support Service**



# **Supporting mental health at work**

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In partnership with  
**Department  
for Work &  
Pensions**

# The importance of supporting mental health at work



## **Awareness of mental health at work is increasing**

1 in 4 people will experience a mental health problem each year. Mental health issues can affect anyone in the workplace



## **COVID-19 has changed the way we all work**

Coping with change and uncertainty is often stated as an issue for people at work



## **New things affect our mental wellbeing**

Anxiety, stress, depression, trauma, bereavement, sleep problems, confidence, and more can be playing on our minds

# Mental health and UK employees

## Psychological symptoms

40% of employees report depression, anxiety and panic attacks

## Behavioural symptoms

37% say that they experience changes in appetite, irritability and mood swings

## Physical symptoms

37% have raised blood pressure, dizziness and headaches



Source: [https://wellbeing.bitc.org.uk/system/files/research/bitcmental\\_health\\_at\\_work\\_report-2017.pdf](https://wellbeing.bitc.org.uk/system/files/research/bitcmental_health_at_work_report-2017.pdf)

# Support available from Able Futures

**Able Futures** delivers the **Access to Work Mental Health Support** Service in England, Scotland and Wales, on behalf of the **Department for Work and Pensions (DWP)**.

The aim of **Able Futures** is to help individuals learn ways to cope with mental health challenges and move forward to a more enjoyable future.



**Personalised advice and support from a mental health professional.**



**Nine months of regular meetings**



**Resources, guidance, and signposting**



**No costs and no mental health diagnosis is required.**



**Confidential**

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## A plan for a more enjoyable future

VRCs provide advice and guidance on how individuals can cope better with mental health issues that are affecting their time at work. With their VRC, individuals create a plan of action that is tailored to their needs.

The Support Plan could include coping strategies such as:

- Time management
- Problem solving skills
- Organisation and planning
- Dealing with stress and anxiety
- Coping with change
- Anger management
- Assertiveness
- Communication skills
- Relaxation
- Mindfulness
- Developing a sleep routine
- Healthy eating and drinking
- Exercise and fitness
- Accessing therapies
- Financial management
- Reasonable adjustments
- Benefits advice

# — Eligibility criteria and application process

Individuals are eligible for support from Able Futures if they are:

- Aged 16 or over on paid employment: self-employed, temporary or permanent.
- Attending work, off sick or furloughed.
- Having problems managing their mental health. Diagnosed or not.

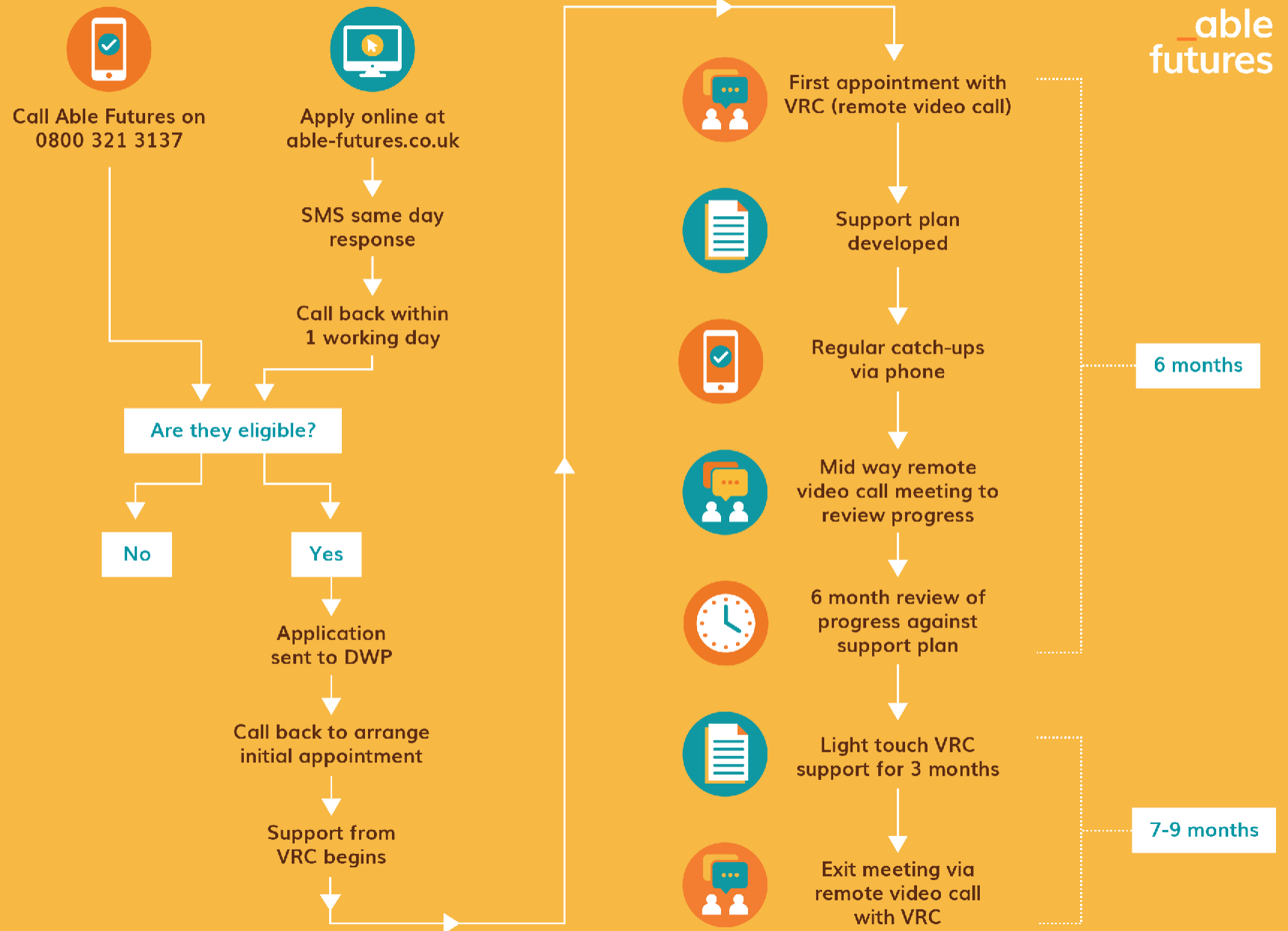
Once employees have applied:

- They will receive a call back to confirm eligibility.
- Application will be sent to DWP for approval.
- Call back to arrange an initial appointment.
- Initial appointment and support plan developed within 30 days.

# The Able Futures Process

Able Futures can give you nine months advice and guidance from a mental health specialist to help employees, apprentices and self-employed people manage their mental health at work.

If an employee wants mental health support from Able Futures, here's the process they will follow.



# How Able Futures helps support employers

**Able Futures** also supports **employers** and **apprenticeship providers** who want to improve awareness of mental health at work.

We can give you the **tools, information and advice** you need to support your employees and apprentices who are struggling with mental health problems.

A toolkit for understanding mental health

Mental health education and awareness sessions

Promotional materials

Help making adjustments and planning responses



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Questions?

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**Talk to us**

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**[www.able-futures.co.uk](http://www.able-futures.co.uk)**

Able Futures is a nationwide partnership led by Ingeus UK Ltd delivering the Access to Work Mental Health Support Service on behalf of the Department for Work and Pensions