



Mineral Products Association

The Trade Association for the Aggregates, Asphalt, Cement, Concrete, Dimension Stone, Lime, Mortar and Silica Sand Industries



Employees

Recognising and managing
Mental Health and Wellbeing issues

Clear, Simple, Smart

Version 1.0

Your mental health and wellbeing

Work and other personal issues can have a detrimental impact on many people's lives. This may be experienced as feelings of isolation, anxiety, financial insecurity, emotional issues within your family, concerns about the future or changes in one's ability to enjoy the company of friends and other forms of relaxation. These pressures can lead to mental health and wellbeing issues which can be experienced by anybody; males and females, young and old, staff at all levels within an organisation.

MPA member companies are keen to ensure that employees are able to recognise the symptoms that are often indicators of mental health issues, understand some simple coping strategies and, most importantly, understand that there are many ways in which individuals can be provided with support.

Simple coping strategies - The NHS recommend 5 simple things to do that improve mental health and wellbeing that you may find helpful:

1. **Connect with other people** - Good relationships are important for mental wellbeing
2. **Be physically active** - Being active is not only great for physical health and fitness, evidence also shows it can also improve mental wellbeing
3. **Learn new skills** - Research shows that learning new skills can also improve mental wellbeing. This does not require studying or taking exams, it can be as simple as fixing a broken bike or becoming a better cook!
4. **Give to others** - Research suggests that acts of giving and kindness can help improve mental wellbeing
5. **Pay attention to the present moment (mindfulness)**
Most of us have issues that we find hard to let go and mindfulness can help us deal with them more productively. We can ask: 'Is trying to solve this by brooding about it helpful, or am I just getting caught up in my thoughts?'



What to do if you feel you are not coping right now - If you are struggling today the following suggestions may be helpful: ● Speak to your GP, Manager or one of the other agencies listed on page 4 ● Try not to think about the future – just focus on getting through today ● Stay away from drugs and alcohol ● Get yourself to a safe place, like a friend's house ● Be around other people ● Do something you usually enjoy, such as spending time with a pet.

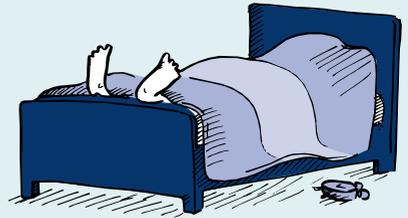


How to recognise the symptoms of mental health and wellbeing issues

Sometimes it can be difficult to recognise that you may need support even though you may have noticed changes in the way you think or feel which are causing you problems in your day-to-day life. Seeking help early can speed up your recovery and your return to a normal, healthy and positive life.

[Rethink Mental Illness](#) advise that if you recognise some of the symptoms below it could be a sign that you are experiencing mental health issues.

- Being anxious and irritable.
- Having a low mood for a long time.
- Finding it difficult to concentrate or remember things.
- Sleeping less or too much.
- Changes in your mood.
- Finding it difficult to manage everyday life, for example, preparing food and washing regularly.
- Feeling tearful.
- Becoming suspicious and paranoid.
- Becoming isolated and withdrawn.
- Having suicidal thoughts.
- Believing that your family and friends want to do you harm.
- Believing that people or organisations are out to get you.
- Experiencing hallucinations. This means sensing things that other people do not, this can include seeing and hearing things.
- Believing that you have special powers or are on a mission.
- Excessive spending and problems managing your money.



Remember – We are all in this together – you are not alone

Where to get help - Please recognise that there is always someone to help you, either within your company, via your GP or other NHS services, or many independent charities providing a wide range of free services.

Employee Assistance Programmes - Many companies provide an employee assistance programme, intended to help employees deal with personal problems that might adversely impact their work performance, health and wellbeing. These generally include assessment, short-term counselling and referral services for employees and their immediate family. These are usually accessible 24/7 by phone.

Other sources of help - Please follow the link on [Safequarry](#) which provides information and links to a wide range of organisations providing support to individuals or families dealing with mental health issues.

Samaritans - Confidential support for people experiencing feelings of distress or despair.

Phone: 116 123 (free 24-hour helpline)

Website: www.samaritans.org

In an emergency - If you've already been given a crisis line number to use in an emergency, it's best to call it. Otherwise ring 999 or go to A&E.

NHS

Information on NHS services can be found by using a postcode. In a non-emergency situation, individuals would be best advised to see their GP. Otherwise:

- *England:* The NHS [Psychological therapies service](#) can be accessed without the need to see a Doctor. Local NHS urgent mental health helplines can be accessed by postcode at the following site [NHS Urgent Mental Health](#) - 24-hour advice and support care; for help to speak to a mental health professional, and an assessment to help decide on the best course of care.
- *Scotland:* [Citizens Advice Scotland](#) provides links to all services and sources of information that are likely to be required, including what to do in an emergency.
- *Wales:* [NHS 111](#) provides general advice on services. The [Mental Health Helpline For Wales](#) provides advice and also a Community Advice & Listening Line - 0800 132 737 or text help to 81066
- *Northern Ireland:* [NI Direct](#) provides directions to information on mental health support and services.



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