

## MENTAL HEALTH SUPPORT FOR EMPLOYEES

As part of the Council continuous commitment to promote a culture and environment in which mental wellbeing is encouraged and supported, we are pleased to announce that a new support scheme called **Access to Work** has now been launched.

The service is now available to **all Council employees** to provide support, advice and guidance to those who are living with mental health difficulties. If you want to find out more, below are some useful information on what the service is and how to apply for it.

### 1) What is Access to Work?

Able Futures delivers the Access to Work Mental Health Support Service on behalf of the Department for Work and Pensions. The aim is to give support, advice and guidance to employees who are living with mental health difficulties, and at no cost for the employer or the employee.

So far, they have supported more than 8,500 people across England, Scotland and Wales with mental health issues including anxiety, depression, stress, bereavement, financial worries, sleep problems and more.

Access to Work is not a replacement of our Occupational Health services. These will still be in place and managers can request a referral as and when required by the circumstances (and in line with Council policies and procedures).

Employees can access the service directly without a management referral; therefore, the service is provided in total confidentiality. Employer/managers are not informed of who applies for support and why. If employees wish to share any information with their manager, it is their choice to do so. However, if at any stage of the process, Able Futures considers that clinical support is required, the employee may advise you to speak to your manager so that a referral to Occupational Health can be made.

### 2) How Able Futures can support mental health at work

- Confidential support, advice and guidance from a dedicated Vocational Rehabilitation Consultant (VCR) who is qualified mental health professional. VRCs are often members of the British Association for Counselling and Psychotherapy or have trained and practiced as psychologists, counsellors, occupational therapists to support people experiencing issues that affect their mental health.
- Up to 9 months 121 mental health support at no cost for employee and employer.
- Focus on building skills to maintain mental wellbeing and knowledge of how to access treatment and build resilience.
- It is delivered via telephone, video call or email catch ups and it is completely confidential.

### 3) Why is important to address and prevent mental health?



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

1 in 4 people will experience a mental health problem each year



#### **Mental health can affect employee performance**

Anxiety, stress, depression, trauma, bereavement, sleep problems, confidence, and more



**The cost of poor mental health to the economy is an estimated £74 - £99 billion a year**

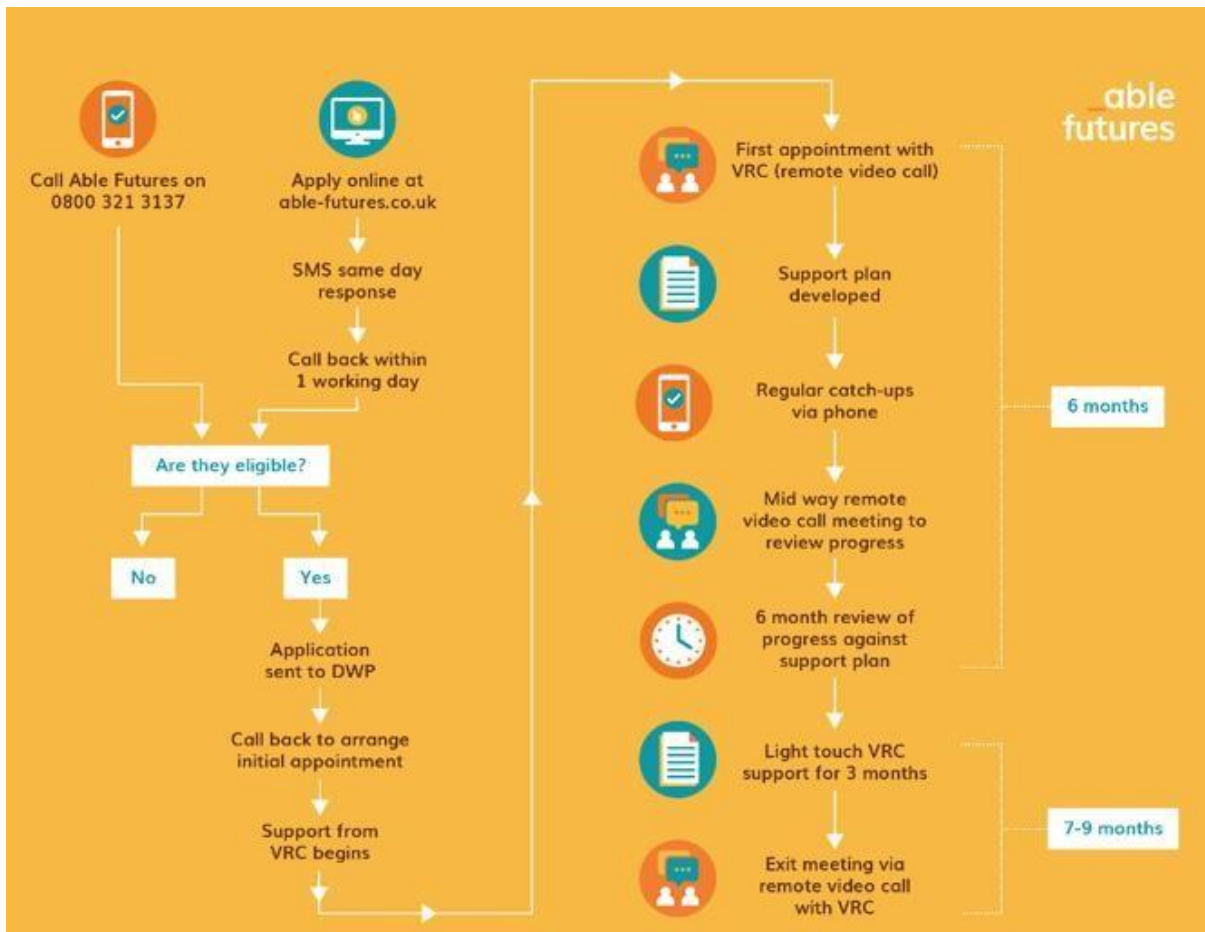
### 4) Eligibility criteria

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

- Aged 16 or over
- Attending work or off sick
- Having problems managing their mental health, whether diagnosed or not.

### 5) Application Process

If you wish to use the mental health support from Able Futures, here's the process you will need to follow:



## 6) Useful Contacts

If you have applied but need assistance with the process, please contact Able Future directly on 0800 321 3137.

You can find out more about other people that have used Able Futures on the link below:  
[www.able-futures.co.uk/case-study/](http://www.able-futures.co.uk/case-study/)

If you have any other queries (not related to the process and application), please contact the HR team at [HR-PolicyOperations@south-ayrshire.gov.uk](mailto:HR-PolicyOperations@south-ayrshire.gov.uk)