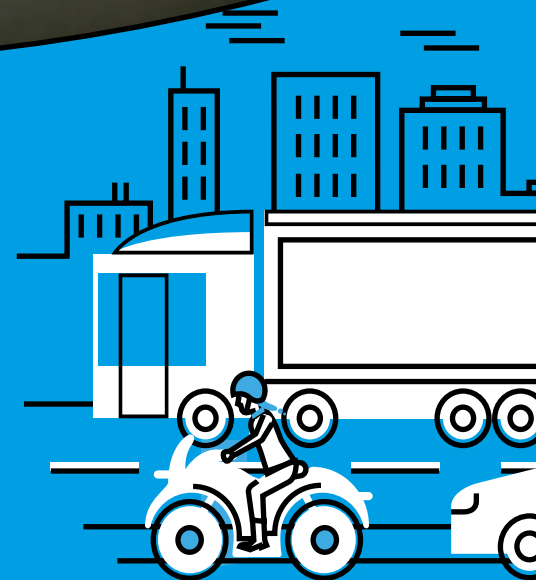




Managing drivers' mental health

Taken from TfL's Effective Driver Management – An Industry Code of Practice (ICOP) [guide](#)



As well as considering physical health, it is vital to think about the steps that can be taken to ensure employees are not suffering mental health issues.

Why?

- One in six workers experience depression, stress or anxiety
- Mental ill health is the leading cause of sickness absence in the UK
- One in ten people have resigned from a position through stress, and one in four have considered it
- 19 per cent of staff feel they can't speak to managers about stress at work

Commonly, people who are not thoroughly trained do not feel comfortable discussing the wellbeing and mental health challenges their colleagues are facing. This is because:

- We worry it will make the other person feel uncomfortable or embarrassed (58 per cent)
- We don't know what to say (32 per cent)
- We worry the other person won't want to talk about it with us (32 per cent)
- We worry that we wouldn't feel we could help (27 per cent)

It is vital to encourage your employees to speak about their wellbeing and mental health. This can be approached through a variety of ways:

- Formal training sessions increasing awareness of mental health, offering tips on how to start conversations about it, and how to support colleagues who are facing mental health challenges
- Share information through poster campaigns, intranet and newsletters.
- Create a network of mental health champions who are passionate about wellbeing, and share their personal experiences with their colleagues.
- Undertake assessments to ensure drivers can complete their rounds within the set hours and they are not stressed or anxious about workload.
- Train line managers to identify risk signs and be comfortable having conversations around mental health.
- Before handing out vehicle keys, ask: How are you feeling? Ask the same question during shift debrief.



Resources available

The Time to Change government campaign offers a range of resources for businesses to get involved – see: www.time-to-change.org.uk/get-involved/get-your-workplace-involved

The following organisations also offer free resources that can be accessed to ensure your employees receive appropriate support:

Mind

Mind provides confidential mental health information services. With support and understanding, Mind enables people to make informed choices.

The Infoline gives information on types of mental distress, where to get help, drug treatments, alternative therapies and advocacy. Mind has more than 100 local centres providing local mental health services.

<https://www.mind.org.uk/>

Samaritans

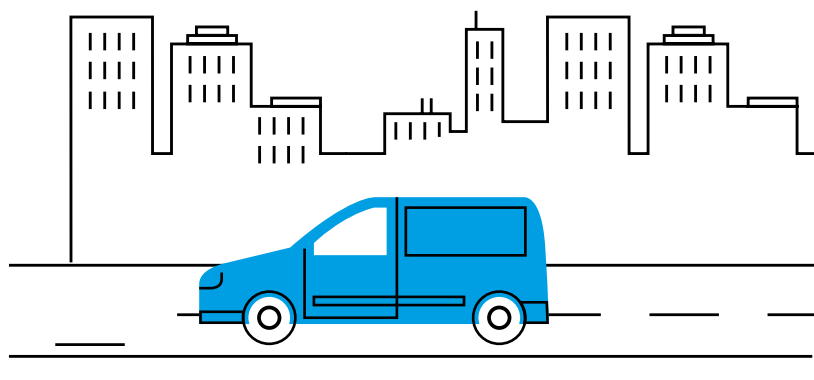
Provides confidential, non-judgmental emotional support for people experiencing feelings of distress or despair, including those that could lead to suicide. You can phone, email, write a letter or, in most cases, talk to someone face to face.

<https://www.samaritans.org/>

Rethink Mental Illness

Provides expert advice and information to people with mental health problems and those who care for them, as well as giving help to health professionals, employers and staff. Rethink also runs services and groups across England and Northern Ireland.

<https://www.rethink.org/aboutus/what-we-do/advice-and-information-service/>





SAFETY EFFICIENCY ENVIRONMENT

08448 09 09 44

enquiries@fors-online.org.uk

www.fors-online.org.uk



@FORS_online

