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# Mental Health Responder Plus

An online half-day course in occupational mental health

for HR and managers

Tuesday 8 September 2020



Businesses have been developing an active interest in mental health in the workplace for some time.

However, increased awareness on well-being is not on its own sufficient to address challenges presented by employees experiencing serious mental ill-health problems.

This has never been more relevant than in recent months, in light of the COVID-19 pandemic and the resulting lockdown.

Employers need to be prepared to deal with psychological difficulties and, in some cases, serious mental health problems that employees may have endured during the lockdown, as well as coping with anxieties about returning to work in the office, workforce restructuring and possible redundancies.

HR and senior managers in particular face the challenge of how to navigate and manage the complexities of clinical problems, duty of care, legal expectations, organisational and emotional challenges and business pressures.

Managing this effectively protects businesses from costly disciplinary and performance processes, potential legal challenges and brand and reputational damage.

We specifically designed the **Mental Health Responder Plus** to equip HR and managers to respond to these challenges and strengthen essential skills for the development of effective strategies for the management of mental health in the workplace.

The course is delivered by consultant psychiatrists from **Grespi**, a medically-led occupational mental health service provider, and employment lawyers from **CMS**.

Whilst social distancing restrictions remain in place, the course will take place online over half a day.

We are aiming at keeping the number of delegates on the course to under 15 to enable open and constructive discussion.



## Date

The course will take place between 9:45 and 14:15 on **Tuesday 8 September 2020**



## Course programme

9:45-9:55 Richard Brown	Welcome and introduction
9:55-10:30 Dr William Badenhorst	Basic concepts: mental health and occupational mental health Management of mental ill-health at work: who, what, when, where, how and why Role and task of HR/Manager re: occupational mental health
10:30-10:40	Break
10:40-11:15 Dr William Badenhorst	Communicating effectively Dealing with mental health emergencies Dealing with harassment, bullying and sexual harassment Due diligence in the commissioning of service providers Dos and Don'ts
11:15-12:00 Richard Brown Tracey Marsden	Legal issues in occupational mental health (Tracey Marsden) Organisational framework for mental health and well-being: (Richard Brown) <ul style="list-style-type: none"><li>• Occupational Mental Health and Well-being Plan</li><li>• Occupational Mental Health and Well-being Policy</li></ul>
12:00-12:45	Lunch break
12:45-13:30 Dr Lorenzo Grespi Tracey Marsden	Occupational mental health during the COVID-19 pandemic: <ul style="list-style-type: none"><li>• clinical and legal considerations</li><li>• what to do about it</li></ul>
13:30-14:15 Dr Badenhorst, R Brown, Dr Grespi and T Marsden	Troubleshooting and questions
14:15 Richard Brown	Conclusion



## Delegate pack

MHR Plus course delegates will receive:

- 'Dos and don'ts in mental health at work' guidelines
- MHR Plus course slides and summary
- Template occupational mental health policy



## MHR Plus course trainers

**Dr Lorenzo Grespi** is a Consultant Psychiatrist and the Medical Director of Grespi Limited. He is a registered specialist in General Psychiatry, Psychotherapy and Child & Adolescent Psychiatry. He is also an organisational consultant. Dr Grespi has specialist expertise in occupational mental health. For many years he has been providing clinical services, training and advice on mental health at work to large employers and major insurers.

**Dr William Badenhorst** is a Consultant Psychiatrist, Psychoanalyst and the Deputy Medical Director of Grespi Limited. Alongside his work in the private sector, he holds an NHS Consultant Psychiatrist post in Westminster. Dr Badenhorst has several years' experience of clinical leadership in clinical services and senior management teams. His expertise includes clinical governance and the promotion of high-quality care. He also has a special interest in mental healthcare education and is a Fellow of the Higher Education Academy.

**Richard Brown** is a partner in the CMS employment team, with over 20 years' experience. Richard specialises in all aspects of employment law, with experience of both contentious and non-contentious issues. Richard's contentious work includes employment tribunal, Employment Appeal Tribunal, High/County Court, and Court of Appeal litigation. He has also been involved in a number of mediations. Richard has particular expertise in advising on mental health issues in the workplace and offering clients a holistic employee-health and performance framework, including occupational mental health policy, mental health training and specialist mental health/employment advice on a case-by-case basis. Richard regularly acts for clients across the financial services, technology and real estate and construction sectors.

**Tracey Marsden** is a partner in the CMS employment team with over 20 years' experience, specialising in all aspects of employment law with experience of both contentious and non-contentious issues in the public and private sectors. Tracey is an experienced tribunal advocate. She advises on trade union and industrial relations issues, major business transfers, redundancy and restructuring programmes, TUPE-related issues, including in the context of public procurement, mergers and acquisitions as well as on the appointment and exit of board directors and senior executives. Her experience covers a wide range of clients in different sectors, including energy, financial services, healthcare, infrastructure, retail technology (including forensic testing and analysis), real estate and retail. Tracey's practice is national and international.

## Fees

The fee for the online MHR Plus course is **£500.00 plus VAT** per delegate.

For further information, please contact Mark Eaton or Richard Brown:

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