

APSE PRESENTATION

Fife Council – Waste Operations

**Promoting a mentally healthy
workplace for frontline operatives**

Today's Presentation

- 1. The importance of a mentally healthy workplace
- 2. What has driven this service to change
- 3. What steps the service is taking to promote mental health and change attitudes

Fife Waste Operations Overview

- Every week around 186,000 properties receive a bin collection service, (4 x waste streams: Landfill, Cans & Plastics, Food & Garden Waste and Paper & Cardboard)
- 27 x 26t front line RCVs and 3 x 16.5t RCVs– Rural & Hard to Access – Approx 240 employees
- Twin shift system (Day shift 06:00 – 13:42 & Back shift 13:18 – 21:00)
- 21 Ward based Street cleansing teams working 07.45-16.00 (Approx 200 employees)
- Service over 13 million bins and sweep 16500 streets each year

The importance of a mentally healthy workplace

Legal Duty

- All Employees are covered by the HSWA 1974 – Employers have a “duty of care” to protect the health, safety and welfare of all employees. Employers are also required to carry out risk assessments(including stress risk assessments) to ensure the workplace is not likely to cause injury or illness to employees.
- Employees also have a duty to work in a safe and considerate manner so as not to put themselves or colleagues at risk.
- The equality Act 2010 that exists to ensure that employees are not discriminated against on grounds of age, sex, gender reassignment, disability, race, marriage and civil partnership and pregnancy and maternity.

The importance of a mentally healthy workplace

The Moral argument

- We have a moral duty to protect from harm those for whom we are responsible.
- We live in a country that prides itself on social justice and a climate that is strong on inclusion.
- Taking a holistic approach to mental health not only benefits employees and organisations but also in its wider context benefits the wider economy and society as a whole.
- Mental Health illness currently costs Scottish employers £2bn a year
- In 2018/19 stress, depression or anxiety accounted for 44% of all work-related ill health cases and 57% of all working days lost through ill health.

The importance of a mentally healthy workplace

Current workplace attitudes

- A survey by the Scottish Association for Mental Health (SAMH) found that 79% of people with serious long term mental health problem are not in employment.
- The same survey found that less than 40% of employers would employ someone with a mental health problem.
- Many employees with mental health problems are reluctant to disclose their condition to their employer. A report by SAMH indicated that of those who disclosed the condition only 40% felt satisfied with the support they received.

The importance of a mentally healthy workplace

Benefits to your organisation

- Your reputation and profile will be enhanced as a responsible and well managed organisation helping to attract and retain employees.
- Employment or other valued activity has a key role in maintaining positive mental health
- Staff will feel supported and valued and this will result in a healthier more motivated and productive workforce
- Low cost interventions for staff can increase the return on investment for staff.
- Providing support at an early stage can prevent escalation of a condition.

What drives this service forward?

- Fife Council has over 15,000 employees
- Waste Operations has 440 employees of which 435 are male
- Focus over the last 2 years on Mental Health

Since January 2021

- Justin
- Robert
- Ian
- Richie
- David
- Kenny
- John
- Scott
- Kevin
- Ross

Suicide Statistics Scotland

- In 2021 there were 753 probable suicides in Scotland.
- The suicide rate is more than 3 times higher in the most deprived 10% of the population compared to the least deprived 10%.
- The suicide rate for males is 3 times higher than that for females.
- Suicide rates are highest between the ages of 25 and 64
- Suicide is a leading cause of death among under 40's in Scotland.
- Scotland's suicide rate is higher than rates in the rest of the UK.
- In surveys around 77% of those who contemplated suicide were in employment.

What can we do?

Fife Council and Waste Operations Initiatives

Mentally Healthy Workplace Training Programme

- Fife Council Initiative being rolled out to whole Waste Operations Management Team
- Designed to identify the key factors that contribute to a mentally healthy workplace.
- Gives employers and line managers a broad understanding of mental health in the workplace
- Ensure managers are aware of their responsibilities in relation to health and wellbeing
- Improve managers skills and confidence in dealing with mental health in the workplace

Mental Health First Aid

- Fife Council Mental Health First Aiders (MHFA) are trained employees who have volunteered to offer a confidential listening ear, over the phone, in person or via a voice or video call on Microsoft Teams.
- 14 MHFA for directorate – 1 dedicated to Waste Operations
- Only available during working hours

Employee Wellbeing Roadshows

- Series of Roadshows across Fife
- 3 dedicated Waste Operations drop in sessions in Depots
- Informal events designed as brief drop ins.
- Around 20 representatives from diverse organisations
 - Andysmanclub, HR, samaritans, Fife Leisure

Able Futures Pilot

- Partnered with DWP
- Support employee and apprentice mental health
- Employee not management led
- Nine months personalised advice and guidance and regular appointments with a mental health professional.
- A plan to support your mental health by making adjustments, developing coping strategies and learning ways to look after your wellbeing.
- Confidential, no cost support with no waiting list and no need for a mental health diagnosis. Refer yourself whatever is on your mind.
- www.able-futures.co.uk

Fife Waste Academy

- Designed for candidates with known barriers to employment
- Gaining new skills for future employment
- Opportunity for permanent employment
- Receiving training that's recognised within other companies.
- Gaining confidence and higher self esteem

Hi viz Polo Pilot

- Initial run of 300 Polo Shirts
- Spread across all Depots
- Predicted cost additional £0.67 per unit
- Rolled out as standard PPE item now across service and potentially across all services.
- Unison paid £1000 towards cost of polo shirts

Hi Viz Polo Pilot



Hi Viz Polo Pilot



Refuse vehicle Vinyl Display

- Cost approximately £400 per vinyl
- To be Rolled out on 3 refuse collection vehicles
- Scope to roll out on more RCV's as well Box Vans
- Trade Unions have covered cost of Vinyls
- First vinyl was fitted on 11 May 2023
- First emails to andysmanclub on 12 May 2023

Refuse vehicle Vinyl Display



Refuse Vehicle Vinyl Display



Refuse Vehicle Vinyl Display



Final Thought

When a flashlight grows dim or stops working, do you throw it away? Of course not. You change the batteries.

When a person messes up or finds themselves in a dark place, do you cast them aside? Of course not! You help them change their batteries.

Some need AA - attention and affection; some AAA - attention, affection and acceptance; some need C - compassion, or D - direction.

And if they still don't shine, simply sit with them quietly and share your light.



Thank you

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