


MENTAL HEALTH & THE AFFECTS ON HUMAN BEHAVIOUR

Darren PICK
Nippon Gases



1

- The objective of this presentation is to highlight the link between potential mental health issues, and corresponding poor behaviours in the workplace
- As awareness of human factors grows as a direct or influencing factor in many accidents or incidents, the corresponding mental health status of individuals should perhaps also be a consideration
- Information on *human factors in incident investigation* can be found in:

 EIGA Safety Information, Info HF 03/17
Organisation - "Human factors in incident Investigation"

We hope you enjoy the presentation



2



Statistics



- Depression and anxiety are estimated to cost the global economy over **\$1 Trillion** per year in lost productivity (Source WHO)
- Poor mental health due to excessive workload, bullying or harassment is the **third** most popular reason for leaving employment (source CIPD)
- It is estimated that **2 in every 5 employees** will encounter a mental health problem during their working lives (Source OECD & Europa)
- Over **80%** of EU businesses said work related stress is a major concern for them (OSHA.Europa EU Survey)



3



Mental health issues



It is important to recognise that most mental ill health is not specifically work related, but is instead a combination of several factors including family history, physical health, lifestyle, relationships, financial security and of course workload

Our ability to cope with any or all of these at any given point is variable, and as they say in banking terms...

“Past performance is no indication of future results”



4

Mental health is a wide subject area and may include conditions such as:

- Depression
- Anxiety
- Chronic stress
- Bipolar disorder
- OCD
- Neurosis
- Mental exhaustion



5

Its important to note: Not all people suffering with mental health issues will be involved in a workplace accident – that is not what's being suggested

But, if we look at just some of the symptoms and indicators, we can begin to see how various mental health conditions may potentially affect or influence that individuals behaviours

By understanding and anticipating these factors we can hopefully engage with, reduce or actively intervene **before** they become a problem for the person, team or organisation

6

During the course of the following slides due (to time allowance) we will focus on some of the more common mental health conditions, and the psychological and physical effects they **may** have, on employee safety performance

- Anxiety
- Chronic stress
- Depression



Anxiety:

Is the feeling of nervous fear or apprehension of what's about to come

Symptoms may include:

- Feeling restless or on-edge
- Easily fatigued / tired
- Loss of concentration
- Muscle tension / pains
- Increased blood pressure
- Sleep problems / apnoea



Chronic stress:

Is the response to emotional pressure suffered for a prolonged period of time in which an individual perceives they have little or no control

Symptoms may include:

- Low energy
- Lowered immune system
- Mood swings
- Muscle tension / pains
- Sleep problems / apnoea

**Depression:**

Causes people to experience low mood or low self worth for an extended period of time

Symptoms may include:

- Reduced or no appetite
- Strong feelings of guilt or worthlessness
- Constant sadness and or irritation
- Thoughts of self harm / suicide
- Avoidance of other people



As you can see just using these **three** examples of mental health illness, there may be an increased likelihood of an accident taking place if our colleagues are:

Tired, distracted, confused, on-edge, lack concentration, don't feel good enough



Winter Seminar 2021
Behavioural Safety

11

European Industrial Gases Association
www.eiga.eu

11

Thankfully as we continue to understand more and more about mental health issues we are better able to recognise those affected & support them

Unfortunately we still have a long way to go

Only **36.9%** of people affected by mental health issues seek professional medical help, counselling or support

This is where we can help

If we can recognise the symptoms of mental health illness

We can guide and direct our colleagues to receive the right support



Winter Seminar 2021
Behavioural Safety

12

European Industrial Gases Association
www.eiga.eu

12

- Mental health factors may often be a significant influence in workplace accidents and incidents, but rarely feature in incident root cause outcomes
- As responsible employers within the gas industry we need to have systems in place to recognise, engage with, and support those with mental health issues
- Anyone can be affected – even you or I

Thank you for your attention



EIGA Ref.	Document title	Link
HF 03	Human factors in incident Investigation	www.eiga.eu
	World Health Organisation – mental health in the workplace	https://www.who.int/mental_health/in_the_workplace/en/
	OECD – mental health and work	http://www.oecd.org/
	European Agency for Safety and Health at Work – Psychosocial risks and stress at work	https://osha.europa.eu/en/themes/psychosocial-risks-and-stress