



# MENTAL HEALTH FOR MANAGERS

**Course Code: BSM05 | Title: Managing Staff With Mental Health Difficulties | Duration: 2 Days  
Delivery: Face To Face & Live Online**

## Course Description:

One of the most important responsibilities for an employer is to foster a positive and constructive work environment, especially for employees dealing with mental health challenges. A staff member's performance, reliability, and commitment are likely to improve when their mental health and well-being are supported.

This course is designed for managers who must work with employees suffering from mental health issues. While care and understanding are crucial, a business must still operate efficiently, and other staff members must work in harmony with colleagues who may require special attention. Making decisions that balance business needs and employee well-being can be challenging, but this course provides practical strategies to manage mental health situations effectively while creating a safe, supportive workplace.



## Who Should Attend Mental Health Managers Training?

- Managers and Team Leaders
- HR Professionals involved in employee support
- Those who create policies
- Those responsible for staff well-being

This course is ideal for any member of a management team with direct responsibility to their employees.

## Benefits from Attending the Training:

- Support staff with mental health issues while maintaining workplace productivity
- Handle complex mental health situations legally and ethically
- Balance compassion with business efficiency
- Develop skills for managing difficult mental health conversations
- Foster a positive working environment for all employees

## Course Requirements:

Pringle PCS recommends that attendees complete our Mental Health Awareness or Mental Health First Aider course, either in person or online before attending this course.

## Course Contents:

- **Policies:** How company handbook policies and procedures relate to mental health in the workplace
- **Addressing Risks:** Workplace risks, bullying, and resentment and ensure fair treatment for all staff
- **Sensitive Handling:** Navigate pay, sickness, disciplinary actions, and redundancy
- **Confirmation:** Identifying & addressing potential cases of staff feigning illness
- **Confidentiality:** Know when to escalate concerns to management or local authorities appropriately
- **Communication:** What to say—and avoid—when addressing mental health challenges with staff
- **Workshops:** Engage in role-play exercises to build skills for managing complex real-world scenarios

**\*BESPOKE COURSES | All of our courses can be easily tailored to suit any company.  
Course duration and level can be changed, depending on content, company & individuals\***