

# Grwp Traws Bleidiol ar Iechyd Meddwl Cross Party Group on Mental Health

## Minutes of Cross Party Group on Mental Health

17<sup>th</sup> May 2022

12.00 – 13.00

Virtual - Teams

In attendance:

Ken Skates MS	Chair
Simon Jones	Mind Cymru (secretariat)
June Jones	Time to Change Wales
Peter Williams	Wales Mental Health & Wellbeing Forum
Madelaine Phillips	Welsh NHS Confed
Gwyneth Sweatman	FSB Wales
Lesley Richards	CIPD Cymru
Rachel Suff	CIPD Cymru
Linsey Imms	Wales TUC
Sarah Thomas	Women's Institute Cymru
Cathy Bevan	Office of Huw Irranca Davies MS
David Lee	Wales Mental Health & Wellbeing Forum
George Watkins	Mind Cymru
Harry Ridgewell	Cystic Fibrosis Trust
Jonathan Davies	Law Society
Glenn Page	Mind Cymru
Rachel Lewis	Public Health Wales
Sarah Hatherley	Members Research Service
Liz Williams	RNIB Cymru
Ffion Edge	Adferiad
James Radcliffe	Platform
Heledd Roberts	Office of Rhun ap Iwerth MS
Daisy Noott	Royal College of Psychiatrists
Mary-Ann McKibben	Public Health Wales
Richard Jones	Mental Health Matters Wales
Emma Gooding	Samaritans Cymru

### 1. Welcome and Introduction

Ken Skates MS (KS) introduced topic for discussion, mental health in the workplace, by saying people needed to feel safe and supported in their workplaces. The Welsh Government's Economic Contract placed mental health at the centre of economic strategy and provided a platform to build on. KS introduced those presenting

### 2. Gwyneth Sweatman, Head of Media and Communications, Federation of Small Businesses



GS VF FSB Wales  
Business without Ba

### **3. Rachel Suff, Senior Policy Adviser, Chartered Institute of Personnel and Development (CIPD)**



CPG 17 May 22 R  
Suff CIPD.pptx

### **4. Linsey Imms, Union Learning & Support Officer, Wales TUC**



MH CPG 17.05.22  
FINAL.pptx

### **5. Discussion**

James Radcliffe (Platform) highlighted employers asking people to come in with Covid or if they are ill. This is a golden opportunity to reform sickness absence, as isolation has been ended. How can the workplace become a psychologically safe place for people to be? How can we strengthen these messages to employers?

KS suggested writing to Vaughan Gething and potentially also inviting him to a future meeting

June Jones (Time to Change Wales) highlighted TTCW employer pledge as a first step to encouraging organisations to take the first step. Many staff continue to feel uncomfortable in opening up to their managers

Richard Jones (Mental Health Matters Wales), been providing free mental health training courses over the last year, funded by Welsh Government. Very little private sector uptake in the training. Needs a wider range of organisations to push this offer and opportunity, eg via TUC, CIPD

KS Mental Health First Aid should be in place in terms of getting funding from Welsh Government

Liz Williams (RNIB) employment is a protected factor for mental health. Blind or partially blind people can be excluded from employment opportunities or development opportunities and this impacts on their mental health.

Gwyneth Sweatman (FSB), important point, a hub has been launched on FSB website to better encourage businesses to consider what support is needed.

David Lee (Wales Mental Health & Wellbeing Forum) Are there any stats or insight in terms of neurodiversity? Need to recognise mental health and neurodiversity.

Linsey Imms (Wales TUC) some work on neurodiversity in workplace has been undertaken, which reflects David's experiences (<https://www.tuc.org.uk/autism-awareness-workplace>).

Recommendations in the report for how people can be better supported.

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Emma Gooding (Samaritans Cymru) how can we as a sector work to address mental health in the workplace through an inequality lens? Those in least skilled professions, facing downsizing, in insecure employment, are at greater risk. How do we reach those and track what is going on?

Peter Williams (Wales Mental Health & Wellbeing Forum) Area where carers have a dilemma, if they are in work, they need the flexibility to look after their family member. Additional roles during the pandemic as they have had to give up work as professional care is not available. What help and support would be available?

Linsey Imms (Wales TUC) highlighted that they have a survey on carers experiences of juggling work and caring responsibilities (<https://www.tuc.org.uk/news/working-and-looking-after-others-new-survey>)

### **6. Next Steps**

KS suggested that he write to Vaughan Gething on behalf of the group capturing the nature of the discussion.

Also worth thinking about what we want from the future mental health strategy and potentially inviting different Ministers to attend to see where their work crosses over with mental health. As an example Hanah Blythyn MS to talk about the Social Partnership Bill and perhaps Jane Hutt in terms of social justice.