

Mental Health Case Studies

All names have been changed to protect confidentiality

- A. Louise was going through a stressful time in her personal life consequently she had trouble focusing which was affecting her work. Louise called the free and independent 24 hour telephone counselling service but felt she would get more benefit from face-to-face sessions. Louise arranged to see a counsellor and paid for her sessions and was able to claim money back for the sessions through the HSF Cash Plan that Treloar's provide free of charge for all staff. Louise found this service beneficial and it improved her ability to focus at work.
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- B. Jade has a high amount of short absences and after speaking to Jade she told us she suffered with SAD (seasonal affective disorder) which is a type of depression that is more prevalent in winter months when days are shorter and it is darker for longer. Now Jade has regular meetings with her manager and we agreed she can decrease her hours when she is finding things difficult and increase her hours when she feels more capable to commit to all her hours. Jade is a valued member of the team and this flexibility works for her. Jade is happy to speak to her manager when she needs further support.
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- C. Peter was diagnosed with general anxiety disorder, things had come to ahead and he realised he couldn't cover it up any longer. Peter was signed off by the doctor but was so worried that he would leave his team short staffed it added more stress. Returning to work can sometimes be hard after a period of absence, Peter he came into work for an informal coffee to meet up with colleagues and met with the occupational health advisor who talked through various options. Peter came back on a phased return with shifts that had later start times, this allowed Peter to take his medication letting any drowsiness pass before he came to work. Peter also arranged a series of telephone sessions with the external counselling service that Treloar's provide free of charge for all staff.
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- D. Krzysztof is a Student Support Assistant who was diagnosed with Post Traumatic Stress Disorder. Krzysztof had difficulty with late shifts because he had to take medication at certain times of the day that made him drowsy which compromised his ability to carry out his role. Krzysztof's manager sat down with him and they looked at his medication schedule and created a rota that worked for Krzysztof and still allowed the manager to ensure our students had the support they need.