Mental Health Promotion and Intervention in Occupational Settings: A Pilot Study

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Ethical review	Approved WMO
Status	Recruitment stopped
Health condition type	Mood disorders and disturbances NEC
Study type	Interventional

Summary

ID

NL-OMON49707

Source
ToetsingOnline

Brief title
MENTUPP: a pilot study

Condition

- Mood disorders and disturbances NEC

Synonym
Depression, mood disorder

Research involving
Human

Sponsors and support

Primary sponsor: National Suicide Research Foundation, School of Public Health
Source(s) of monetary or material Support: Europese Unie

Intervention

Keyword: depression, intervention, Mental health, occupational

Outcome measures

Primary outcome

The following constructs will be measured:

1. Organizational Culture: OCAI

2. Psychosocial factors at the workplace (COPSOQ-II)

3. Mental wellbeing and quality of life (WHO-5)

4. Depression and anxiety (PHQ-ADS)

5. Stigma towards depression and anxiety (DSS)

6. Presenteeism (SPS-6)

7. Absenteeism (WPAI-GH V2.0)

8. Burnout (OLBI)

9. Attitudes towards seeking professional psychological help (ATSPPH-SF)

Secondary outcome

Not applicable

Study description

Background summary

Depression and anxiety are the most common mental health difficulties in the workplace in the EU, causing immense suffering and costing the global economy ¤1 trillion each year in lost productivity. Those working in small and medium enterprises are particularly vulnerable. Despite their vulnerabilities, most SMEs have limited capacity to address mental health promotion and provide mental health interventions to staff. Overall, SMEs comprise more than 90% of all EU businesses, meaning there is a huge potential to influence population health through the implementation of the proposed intervention programme.

Therefore, we will conduct a pilot study, which is part of a large European Union (EU) funded research programme, involving 13 countries and 17 project partners, running over four years with eleven interrelated work packages (WPs).

Study objective

The project aims to improve mental health and wellbeing in the workplace by developing, implementing and evaluating an intervention targeting both clinical (depressive, anxiety disorders) and non-clinical (stress, burnout, depressive symptoms) mental health issues, as well as promoting mental health and wellbeing and fighting against the stigma of mental (ill) health.

Study design

The pilot study will use a mixed-methods approach and evaluation data will be obtained using the RE-AIM framework, to structure evaluation outcomes from data collected. Quantitative and qualitative measures will be collected at baseline as well as upon completion of the intervention (6 months post baseline) along with semi-structured self-report questionnaires addressing client satisfaction and focus groups involving employees* and employers* experiences with the intervention. The pilot will take place over a 6-month period, March 2021-August 2021.

Intervention

The intervention will contain three components:

Component A. Evidence-based interventions for promoting wellbeing and preventing stress, burnout and depressive symptoms (non-clinical) (WP2) Interventions:
We will develop online primary prevention tools with content specific to each of the 3 SME work sectors (i.e. health, construction and ICT). The tools being developed are as follows:
1. Where feasible, face-to-face mental health awareness workshops will be held for employees, their representatives and employers promoting mental well-being and addressing non-clinical depressive symptoms.
2. Online sector-specific primary prevention tools to target specific working conditions and policies for promoting wellbeing and preventing stress and non-clinical depressive symptoms
3. Peer support videos in which representatives will be asked to answer a question on how to promote their mental wellbeing at work.
4. Optional, access to internet-based iFightDepressionTM tool, which is an evidence based self-management tool for people with mild forms of depression,

Component B: Evidence-based interventions for depressive disorders and comorbid anxiety disorders (clinical in accordance with ICD-10) Interventions:

In this component we will develop the following tools:
1. Where feasible, face-to-face educational workshops on depression, anxiety and comorbid physical health difficulties (clinical) for employees and employers, complemented by information on evidence-based treatments and pathways for support and care.
2. Online educational information package on depression, anxiety and comorbid physical health difficulties (clinical) for employees and employers.
3. iFightDepression module videos * individual videos for each module incorporating the main points.

Component C: Destigmatisation of mental health in the SMEs workplace Interventions:
In this component we will develop the following tools:
1. Online Anti-Stig Channel on YouTube featuring sector specific videos targeting stigma associated with mental health and promoting social inclusion.
2. Online Anti-Stig Harbor. Interactive website and mobile application targeting stigma associated with mental health.
3. Sector-specific posters and leaflets targeting stigma associated with mental health.

Study burden and risks

The burden and risk of participants can be considered as minimal because as the target group has no clinical diagnosis of psychiatric disorders and the benefits of participating are expected to outweigh any potential risks. Furthermore, research officers will be trained to support participants during the pilot study. Results will be pseudonimysed and data will eliminate the risk of identification of individual subjects in the pseudonymised multi-country dataset.

Contacts

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Trial sites

Listed location countries

Netherlands

Eligibility criteria

Age
Adults (18-64 years)
Elderly (65 years and older)

Inclusion criteria

Participants are: 1. all employees and/or managers (including subcontractors) within the selected SME (including both employees and/or managers who might be at risks for developing mental health problems and employees and/or managers who might have developed mental health problems and receive mental health care treatment); 2. volunteers for social or human sciences research; 3. able to give informed consent.

Exclusion criteria

Participants are not: 1. children or minors; and 2. healthy volunteers for medical studies.

Study design

Design

Study phase:	2
Study type:	Interventional
Masking:	Open (masking not used)
Control:	Uncontrolled
Primary purpose:	Prevention

Recruitment

NL

Recruitment status:	Recruitment stopped
Start date (anticipated):	02-05-2021
Enrollment:	23
Type:	Actual

Ethics review

Approved WMO

Date:	20-01-2021
Application type:	First submission
Review commission:	METC NedMec

Study registrations

Followed up by the following (possibly more current) registration

No registrations found.

Other (possibly less up-to-date) registrations in this register

No registrations found.

In other registers

Register	ID
CCMO	NL75535.041.20