# National Institute for Health and Care Excellence

.

# Mental wellbeing at work

## Review questions

*NICE guideline <number>*

*List of review questions*

*July 2021*

**Disclaimer**

The recommendations in this guideline represent the view of NICE, arrived at after careful consideration of the evidence available. When exercising their judgement, professionals are expected to take this guideline fully into account, alongside the individual needs, preferences and values of their patients or service users. The recommendations in this guideline are not mandatory and the guideline does not override the responsibility of healthcare professionals to make decisions appropriate to the circumstances of the individual patient, in consultation with the patient and, where appropriate, their carer or guardian.

Local commissioners and providers have a responsibility to enable the guideline to be applied when individual health professionals and their patients or service users wish to use it. They should do so in the context of local and national priorities for funding and developing services, and in light of their duties to have due regard to the need to eliminate unlawful discrimination, to advance equality of opportunity and to reduce health inequalities. Nothing in this guideline should be interpreted in a way that would be inconsistent with compliance with those duties.

NICE guidelines cover health and care in England. Decisions on how they apply in other UK countries are made by ministers in the Welsh Government, Scottish Government, and Northern Ireland Executive. All NICE guidance is subject to regular review and may be updated or withdrawn.

# Contents

# 1   Review questions

| Review Question A | A.1 What universal, organisational-level interventions, programmes, policies or strategies are effective and cost effective at: <br>• promoting positive mental wellbeing? <br>• improving mental wellbeing? <br>• preventing poor mental wellbeing? <br>A.2 What interventions or strategies effectively and cost-effectively help employers and peers <br>• to recognise and engage employees who may require support for their mental wellbeing, or <br>• to identify periods of high risk within an organisation? <br>A.3 For the following groups in relation to organisational-level targeted interventions, what are their views and experiences of what and why certain approaches may or may not work, and how it could be improved: <br>• employees receiving them <br>• employers <br>• those delivering them? |
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| Review Question B | Quantitative <br>B.1 What training to help managers to understand, promote and support mental wellbeing is effective and cost-effective? <br>B.2 What training is effective and cost-effective to help managers to improve their knowledge and skills in recognising employees who experience or are at risk of poor mental wellbeing? <br>B.3 What training is effective and cost-effective in helping managers to improve their knowledge and skills in responding to mental wellbeing issues? <br>Qualitative <br>B.4 <br>For the following groups in relation to approaches to training managers in employee mental wellbeing, what are their views and experiences of what and why certain approaches may or may not work, and how it could be improved: <br>• managers receiving them <br>• employees who will interact with managers <br>• employers <br>• those delivering them? |
| Review Question C | Quantitative <br>C.1 What, organisational-level interventions, programmes, policies or strategies targeted to employees who experience or are identified as being at risk of poor mental wellbeing at work are effective and cost effective at: <br>• promoting positive mental wellbeing? <br>• improving mental wellbeing? <br>• preventing poor mental wellbeing? <br>Qualitative <br>C.2 For the following groups in relation to organisational-level targeted interventions, what are their views and experiences of what and why certain approaches may or may not work, and how it could be improved: <br>• employees receiving them <br>• employers <br>• those delivering them? |
| Review Question D | Quantitative <br>D.1 What universal, individual-level interventions, programmes, policies or strategies are effective and cost effective at: |

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| | • promoting positive mental wellbeing?<br>• improving mental wellbeing?<br>• preventing poor mental wellbeing?<br><u>Qualitative</u><br>D.2 For the following groups in relation to universal individual-level interventions, what are their views and experiences of what and why certain approaches may or may not work, and how it could be improved:<br>    • those receiving them<br>    • employers<br>    • those delivering them? |
| Review Question E | <u>Quantitative</u><br>E.1 What individual-level interventions targeted to employees who experience, or are identified as being at risk of, poor mental wellbeing at work are effective and cost effective for:<br>    • promoting positive mental wellbeing?<br>    • improving mental wellbeing?<br>    • preventing poor mental wellbeing?<br><u>Qualitative</u><br>E.2 For the following groups in relation to individual-level targeted interventions, what are their views and experiences of what and why certain approaches may or may not work, and how it could be improved:<br>    • those receiving them?<br>    • employers?<br>    • those delivering them? |
| Review Question F | F.1 What are the barriers and facilitators to, and key aspects of (including systems and processes), the successful implementation or delivery of mental wellbeing interventions, programmes, policies or strategies at work? |