

Best Mental Health Consultancy Award

Winner

Recovery4Life



This category recognises consultants, trainers, or agencies that can demonstrate that their work with their client(s) has delivered a successful and implementable strategy

Recovery4Life is a disruptive, multi-disciplinary specialist Occupational Health provider, offering employers a comprehensive range of services addressing issues including workplace physical/mental health, addiction and social functioning.

Recovery4Life operates across the UK and is currently establishing its services in the US, helping employers address the opioid and mental health crises.

With a background in the delivery of addiction/mental health services across the UK, Recovery4Life is uniquely placed to help employers develop proactive wellbeing strategies and address workplace health risks, regardless of complexity.

One example of how Recovery4Life has helped an employer with complex issues is its work with electronics giant Hitachi. As well as providing direct support to the Senior Management Team on a range of issues, including delivering training and conflict resolution support, Recovery4Life helps Hitachi manage complex occupational health cases that other providers have not been able to deal with.

This included helping colleagues suffering from stress and complex mental health issues – including schizophrenia – return to work in safety-critical environments.

One such case involved a colleague, M, who



Recovery4Life's team take a multi-disciplinary approach to helping employers solve complex workplace problems

suffered a traumatic brain injury following a serious motorcycle accident at Brands Hatch. M was not expected to survive the crash and spent months in hospital followed by over two years' recuperation at home.

During this time his mental health deteriorated and the company's Occupational Health provider was unable to comment on whether he would either recover or need to be assessed for capability.



Recovery4Life was recommended by HR colleagues from a different part of the business and was able to offer in-house expertise in both brain injury and mental health to assess M, liaise with statutory services and offer real options to support M back into the workplace.

Although M's primary reason for long-term sickness had been the brain injury, being out of the workplace for such a long time affected M's mental health severely.

M had severe depression and anxiety, which he was unable to take medication for because of his brain injury. This in turn compounded M's memory issues, self-esteem and physical health to the extent that he could barely function and struggled to deal with crowds and noise.

Achievements

Following regular assessment, a programme of psychotherapy, coaching for the HR team and M's direct management line, and intense social-functioning support, M was able to return to a safety-critical role on a phased return, after five months.

The phased return was managed carefully and required retraining in safety procedures, collaborative working with the HR and operational teams to ensure that all risk assessments and requirements of insurers were met - to ensure M's safety and the safety of his colleagues.

M completed his re-training programme and phased return and is due to return to his full duties - including night shifts - shortly.

The story above is just one example of the way in which Recovery4Life can take hugely complex problems and help employers find a solution that works both for them and for their employees.

A senior manager from another of Recovery4Life's clients slipped into alcohol dependency. This manager credits Recovery4Life with saving their job and their marriage.

The manager was referred to Recovery4Life by their HR team. The detox and following psychotherapy Recovery4Life arranged put them in control of their choices and made them a better manager. ■

Judges' comments

➤ Extremely impressive, uniquely tailored support for some of the most vulnerable and needy in a workplace. Bravo!

➤ Powerful, differentiating service to offer. Takes over where existing provisions meet the limits of their abilities to help: rehab from serious trauma, complex mental health impacts requiring highly customised return-to-work strategies. Brilliant addition to a portfolio of wellness resources

➤ Great case example - such a successful outcome despite severity of the illness

➤ Like the focus on treatment as well as assessment by OH service - this enhances return to work

➤ Adds value and succeeded where traditional approaches failed

Shortlisted

→ Apiary Life

→ Fifty50 Coaching