

Mental Health in the Work Place

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A global **biopharmaceutical**
company inspired by a single vision

Transforming patients' lives
through science™



Our mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases



Introduction - Iain Hadwin - Senior Manager, S2O Process Excellence Initiatives - Bristol Myers Squibb

- Began with symptoms of Tourettes at ages 7
- Finally diagnosed at 25
- Many years experience in the workplace with an undiagnosed and diagnosed disability
- Tourettes whilst having the obvious symptoms places a heavy Mental health burden on sufferers



What policies does your company have in place to promote and Support good mental health in the workplace to aid retention, engagement and satisfaction

- Bristol Myers Squibb has a team of Mental Health Ambassadors
- DAWN - Disability Advancement Workplace Network
- Reasonable Adjustments policy introduced in 2021 which can be requested by any employee
- Mental Health Policy with training for Managers



What does Bristol Myers Squibb do to demonstrate a commitment to positive mental health which encourage open and honest conversations with staff so everyone feels heard and is able to ask for support when needed

- Creation of a quiet area in the office
- Let's talk initiative - trained mental health barbers coming on site
- Pilates and yoga sessions
- Well being boxes
- Awareness around Religious holidays and customs to create a feeling of inclusion, e.g Ramadan tea and learn session
- Children's mental Health week, to raise awareness of issues employees children might face
- My Voice Survey



What is Bristol Myers Squibb doing to equip senior staff and leadership with the tools, knowledge training a resources to effectively support team members mental health and well being

- Mental Health training for managers which points them to external resources or Mental Health Ambassadors
- Mental Health Ambassadors are trained and retrained every 2 years to assist employees or managers with any mental health issues that may arise
- Employee Assistance program, employee access to counselling sessions through BUPA and Simply Health



What do employees expect from their organisation and what strategies should be in place to prioritise Mental Health and Wellbeing in the Workplace

- Quarterly company wide My Voice survey, this questions how people are feeling and how they feel working for Bristol Myers Squibb.
- Offer flexible working to help people in different circumstances to help them out
- Hybrid working is also offered



PBRG's at Bristol Myers Squibb

DAWN Disability Advancement
Workplace Network

PRIDE Alliance

B-NOW Bristol Myers Squibb
Network of Women

BOLD Black Organization for
Leadership and Development

PAN Pan Asian
Network

OLA Organization for
Latino Achievement

- At Bristol Myers Squibb we try to have a PBRG for each minority Group.
- Mental Health Ambassadors work closely with Each PBRG to provide assistance when issues arise



Other Initiatives on site to aid employees Mental Health

- Prayer Room
- Disabled access to all the UK sites
- Free Gym on site
- Speak your mind initiative
- Event for employees and their families to visit a Llama Centre
- Event where employees make hanging baskets

