

Labor Management Organization Okinawa Branch Office Health Management Office Industrial Physician

What is mental health in the workplace?



Supporting the mental well-being of workers

- 01 Mental health is connected to physical health
- Mental health issues in workers can be a cause of industrial accidents
- Mental health issues can also affect work performance and services

The situation surrounding workers

So many people feel stressed at work





Stress levels among workers

According to 2023 Ministry of Health, Labour and Welfare's occupational safety and health survey, 82.7% of workers feel strong anxiety or stress.



Main cause of stress

The main causes of stress are workload, interpersonal relationships, and job failures, etc.

Mental health issues can potentially become industrial accidents.

Workplace mental health issues are on the rise, and the number of cases recognized as industrial accidents is also increasing year by year.





Increase in the number of cases recognized as industrial accidents

In 2023, applications for workers' compensation due to mental disorders reached 3,575 cases. The number of applications has increased for five years in a row, and mental health issues have become an important concern.

In 2023, the number of cases recognized as industrial accidents is 883, and this is also increasing. Workers' mental health issues are recognized as industrial accidents, and appropriated measures are required at workplace.

Mental health issues can potentially become industrial accidents.



Received power harassment from a supervisor such as physical or mental abuse, etc.

Experienced bullying or harassment from colleagues, etc.

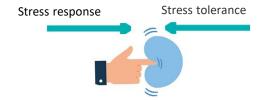
An event occurred that caused changes in the content or amount of work.

Experienced sexual harassment.

Experienced or witnessed a tragic accident or disaster.



What is stress?



Stress response

Physiological reactions caused by stress resulting in various symptoms in both physical and mental aspects.

Stress tolerance

The ability to resist or cope with stress factors.

What factors can cause stress?

Factors can be classified into physical, psychological, social, and physiological factors.



Physical factors
workplace noise,
temperature, lighting
conditions, seasonal
changes, etc.



Psychological factors tension, anxiety, worries, impatience, pain, loneliness, anger, hatred



Social factors changes in economic conditions, work difficulty, interpersonal relationships, etc.



Physiological factors insomnia, fatigue, health disorders, infection, etc.

Types of stress responses

Stress responses can be classified mainly into physical and psychological reactions, which may affect daily life.

Physical reactions Headache Shallow sleep Frequent fatigue Indigestion Loss of appetite Constipation, Diarrhea Psychological reactions Feeling of anxiety Irritability Decreased concentration Reduced interest and concern Depressed mood

The magnitude of stress and the response to it differ from person to person. Even when these stress responses occur, the underlying cause can be difficult to notice.

Anyone can suffer from mental health issues.

01

Accumulation of small stresses

If you are sensitive to stress, what seems a tiny event individually can become a significant burden if accumulated.

02

Unexpected and sudden stress

Even those who believe they are resilient to stress can be overwhelmed by sudden major stress, such as the family misfortune.

Unexpected events and the accumulation of small burdens can cause mental health issues for anyone.

Sudden unexpected stress

Changes in the environment can also be a cause of stress.

Changes in the environment and interpersonal relationships

- Promotion, retirement
- Marriage, childbirth
- Change of residence
- Empty nest etc.

Loss experience

- Bereavement
- Heartbreak, divorce
- Illness etc.



Illness and unpleasant events are, of course, sources of stress.

Changes in the environment can also be stressful in terms of their stimulating nature.

Signs of Mental Issues at Workplace

Be quick to notice signs of mental issues both of yourself or people around you.



Signs of Mental Issues

- Untidy dressing
- Frequent late arrivals/unapproved absence
- Cheerless greeting
- Slower work, more overtime
- Frequent small mistakes

If you find someone having difficulties



Talk and listen to him/her. Consult Health Management Office.

Actual Case of Good Example



A man in his 40s. Works in food business including nighttime. It is his nature to be perfect in everything which kept him busy.

He suddenly became sleepless one night, lost four kilos in a month, and withdrew at home even on holidays.

His colleague took him to Health Management Office.

Interview found possible depression. Was advised to visit nearby psychosomatic clinic/psychiatric clinic and also take leave for some time.



Actual Case of Good Example



At the three month interview, he made the following comments, showing mental and physical improvement.

"At first, I was wondering why I needed to take leave, but by actually taking leave, I could realize I needed some rest."

"After returning to work, I want to do my best at work without exceeding my capacity and seeking help from supervisors and colleagues."

Later before returning to work, an interview took place attended by his supervisor and Human Resources staff where participants shared the understanding that he would return to work on condition that it would be daytime only, that his job would be adjusted, and that he would get foreman's support as necessary. He returned to work.

Actual Case of Good Example

Good Points

- A colleague was able to notice changes in the person.
- The employee could consult the Health Management Office.
- He could consult psychosomatic clinic and receive expert treatment.
- He could understand that he needed rest.
- Supervisors, colleagues and Human Resources staff supported his return to work.

Care Activities Recommended for Effective Mental Health Improvement

Four Care Activities for Mental Health

Mental health care at workplace will be effective when all sections cooperate and play their parts based on four care activities.

Self-care



- Realize stress and react
- Consult voluntarily
- Improve life habit
- Take reasonable amount of rest

Line (supervisor's) - care



- Understand and improve working environments
- Respond to consultation from subordinate

Industrial Health Staff Care



- Respond to consultation from employees
- Cooperate with medical organizations

Care by Outside Resources



- Provide information/advice
- Give expert treatment

Source: "Guidelines to Help Maintain and Promote Health of Workers"

(Ministry of Health, Labour and Industry, 2023 Guidelines to Help Maintain and Promote Health, Public Notice No. 11)

Stress Check Program

Health check designed to visualize mental health status of workers and take measures accordingly. Please take the test annually and submit the result to Welfare Division of LMO/Okinawa.

Purpose of Stress Check

Identify mental health risk at workplace; understand worker's stress conditions; and encourage early response.

Procedure and Method

Conducted once a year for all employees anonymously. There will be personal feedback based on test result which will help improve workplace.

Get started
Self-care you can begin today

Stress Management (Self-care)

Control automatic nervous system by means of breathing method and mindfulness

Breathe deeply

Slowly exhale from mouth for three seconds, inhale slowly through nose for three seconds. Repeat it for five minutes.

Mindfulness

Technique to sharpen your five senses and concentrate on what is happening around you. It is effective to give your attention to your breathing at a quiet place even for five minutes a day.

Stress Management (Self-care)

Quality sleep reduces stress and leads to healthy mind and body



Some points for quality sleep

- Sleep in a dark environment where possible and receive sunlight after getting up.
- Do not press yourself into sleep but go to bed when you get sleepy.
- Do not take too much caffeine. Refrain from nightcap and smoking.
- No smartphone and PC one hour before sleep.
- Make it a habit to do moderate physical exercise.

Stress Management (Self-care)

Secure time to be free from work

It is also important to take a rest wisely. Real sense of liberation from work will calm you down and raise motivation for work as well.

Enjoy holidays and after work hours doing your hobbies or interacting with people not related to your work.

Consult us if you are at a loss:

Note that consultation service is for USFJ employees only (except some family members). Your industrial physician and public health nurse will help you at

01 Health Management Office

098-921-5540 (direct line)

Counsellors will respond to your consultation and your family's at

02 Mental Health Consultation

0120-184-882

E-mail counselling: lmo@safetynet.co.jp

LMO counsellor will listen to your troubles and misgivings atLMO Workplace Life Consultation Service

098-921-5534

We will help you resolve your worries, etc. at

04 ODB Labor Management Office

098-921-8215

In addition, there are also other services such as Ministry of Health, Labour and Welfare, "Ear to your heart" (see http://kokoro.mhlw.go.jp, telephone , SNS, email services).