



International Self-Injury Awareness Day 2023



Mental Health Promotion and
Intervention in Occupational Settings

Policy Brief – MENTUPP

Mental Health Promotion and Intervention in Occupational Settings

Introduction

The MENTUPP Consortium is dedicated to improving mental health in the workplace and it is honoured to support International Self-Injury Awareness Day (SIAD) on 1st March 2023.

Mental health represents an integral aspect of overall health and wellbeing and raising awareness and promoting comprehension of self-injury and self-harm is a critical component. The MENTUPP Consortium is committed to improving the mental health and wellbeing of managers and employees in Small and Medium Enterprises (SMEs) operating within the health, construction, and Information and Communication Technology (ICT) sectors across Europe and Australia. It is the belief of the Consortium that SIAD holds a substantial significance in fostering understanding, mitigating stigma, and providing support for those who have been affected by self-injury and self-harm. In doing so, the MENTUPP intervention programme is working upstream, with the aim to promote awareness of depression, anxiety and suicidal behaviour and facilitate early intervention in order to prevent the development of severe mental health conditions (1).

Self-Injury Awareness Day, observed annually on March 1st, serves as a platform to raise awareness, and increase knowledge regarding self-harm behaviour. The purpose of this day is to bring attention to the impact of self-harm and to provide support and resources to individuals who engage in this behaviour.

Self-harming behaviour is most often accompanied by intense feelings of hopelessness, depression, and/or anxiety. Despite the serious physical and emotional consequences of self-harm, individuals who engage in this behaviour often face stigma and lack of understanding, hindering their ability to seek professional help (2). Thus, it is of utmost importance to provide support and understanding to these individuals and to facilitate their access to evidence-based treatment.

Healthcare providers, friends, family members, and colleagues can play a crucial role in promoting a safe and non-judgmental environment for individuals struggling with self-harming behaviour.

The MENTUPP Project

The 4-year EU-funded project, Mental Health Promotion and Intervention in Occupational Settings ([MENTUPP](#)), aims to build mentally healthy workplaces. Aligned with the mission of SIAD, one of the goals of the project is to prevent self-harm and suicide. By developing and implementing the [MENTUPP Hub](#), an interactive and

evidence-based platform to promote mental health in the workplace, MENTUPP helps individuals to cope with stress, burnout, anxiety and depressive symptoms, reducing the risk of self-harm, including self-injury and suicide.

During the first three years of the project, the MENTUPP Consortium developed the multilevel and multi-component MENTUPP Hub designed to provide resources and support for managers and employees, including training and education on mental health, stress management, and harm prevention. The Hub also promotes a supportive work environment that stimulates open communication and encourages individuals to seek professional help when needed. By supporting the goals of SIAD, MENTUPP helps to create safer and mentally healthier workplace environments, where individuals can thrive and achieve their full potential.

Policy Recommendations

On the occasion of SIAD 2023, the MENTUPP Consortium would like to encourage governments and policymakers to take proactive steps towards preventing self-harm. As a complex and multifaceted issue, self-harming behaviour requires a comprehensive and integrated approach that engages the public, private, and governmental sectors.

Some specific actions that governments can take include:

- **Increasing the capacity of and access to mental health services.** Governments can take steps to increase the capacity of and access to mental health services, particularly in rural or under-served areas. This may include investing in telemedicine and other innovative technologies to increase access to care.
- **Promoting public awareness and understanding.** Governments can support public education and awareness campaigns to promote understanding and reduce stigma surrounding self-harm and mental health issues.
- **Developing and implementing targeted policies.** Governments can work to develop and implement policies aimed at promoting mental health and preventing self-harm. For example, workplace policies can be established to support the mental health and wellbeing of employees.
- **Addressing social determinants.** Governments can work to address social determinants of health, such as poverty, unemployment, and social inequality, which can contribute to mental health problems and self-harm.

The MENTUPP Consortium recognizes that the challenge of self-injury and self-harm is a complex one, and we are eager to work in collaboration with governments to address this critical issue. By taking proactive steps, we can help to create a world in which individuals are supported in their efforts to promote their own mental health and wellbeing.



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 848137. The material presented and views expressed here are the responsibility of the author(s) only. The EU Commission takes no responsibility for any use made of the information set out.



References

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