

# Integrated workplace mental health promotion: a cluster randomised controlled trial

<b>Submission date</b> 08/07/2014	<b>Recruitment status</b> No longer recruiting	<input checked="" type="checkbox"/> Prospectively registered
		<input checked="" type="checkbox"/> Protocol
<b>Registration date</b> 24/07/2014	<b>Overall study status</b> Completed	<input type="checkbox"/> Statistical analysis plan
		<input type="checkbox"/> Results
<b>Last Edited</b> 29/02/2016	<b>Condition category</b> Mental and Behavioural Disorders	<input type="checkbox"/> Individual participant data
		<input type="checkbox"/> Record updated in last year

## Plain English summary of protocol

### Background and study aims

In this project, we are going to investigate whether improved leadership skills and mental health literacy leads to an improvement in psychosocial working conditions. The program (intervention) has been tailored to meet the needs of police officers working at one of the Victoria Police stations (Melbourne, Australia). A leadership development programme will be provided for officers in leadership positions (for example, Senior Sergeants and Sergeants). Skills vital for improving mental wellbeing, including practical skills (for example, to cope with workload), awareness of mental illness and how best to support others experiencing mental illness will be extended to all officers taking part in the intervention. The success of the program will be assessed using a number of methods that measure work-related stress, absences and awareness of mental health.

### Who can participate?

Victoria Police members (Melbourne, Australia)

### What does the study involve?

A total of 24 police stations have enrolled in the study. Each station has a group of 20 people participating in the study. These participants are randomly allocated (as a cluster) to one of two groups. In group 1 (the intervention group) the participants take part in the leadership development and skills development programmes as appropriate for 6 months. Group 2 (the control group) carry on as usual.

### What are the possible benefits and risks of participating?

Not provided at registration

### Where is the study run from?

Deakin University, Melbourne (Australia)

### When is the study starting and how long is it expected to run for?

August 2014 to December 2016

Who is funding the study?  
National Health and Medical Research Council (NHMRC) (Australia)

Who is the main contact?  
Prof. Anthony LaMontagne  
Tony.lamontagne@deakin.edu.au

## Contact information

**Type(s)**  
Scientific

**Contact name**  
Prof Anthony LaMontagne

**Contact details**  
221 Burwood Hwy  
Burwood  
Melbourne  
Australia  
3125  
+61 (0) 3 9244 6802  
Tony.lamontagne@deakin.edu.au

## Additional identifiers

**Protocol serial number**  
N/A

## Study information

**Scientific Title**  
Integrated workplace mental health promotion for the prevention and management of mental illness in the workplace: a cluster randomised controlled trial

**Study objectives**  
We hypothesise that activities to improve leadership behaviours and participation in mental health literacy will result an improvement in psychosocial working conditions (e.g., supervisory social support at work, job control) and mental health literacy (e.g., knowledge, confidence in assisting someone who may have a mental health problem), as primary outcomes and mental health and work performance (e.g., unplanned absence) as secondary outcomes.

**Ethics approval required**  
Old ethics approval format

**Ethics approval(s)**  
1. The Human Research Ethics committee at the University of Melbourne; 11/10/2013; ref. 1340429  
2. Deakin University Human Research Ethics; 07/072014; ref. 2014-132

## **Study design**

Cluster randomised controlled trial

## **Primary study design**

Interventional

## **Study type(s)**

Prevention

## **Health condition(s) or problem(s) studied**

Mental health

## **Interventions**

12 clusters of at least 20 participants randomly allocated to receive the intervention for 6 months, and the same number randomly allocated to a non-intervention control group.

1. We will design tailored intervention activities drawing on earlier development projects conducted in Victoria Police, evidence based guidance on job stress reduction, and mental health literacy interventions. Interventions will include activities to increase positive workplace protective factors and decrease negative workplace stressors (e.g., through providing supportive management training for desk sergeants to improve supervisor support). We will also conduct mental health promotion activities using a range of existing resources including printed and on-line materials. Wherever possible, intervention activities will integrate primary and secondary prevention and focus on job stress and mental health literacy.

2. Control group will receive treatment as usual.

## **Intervention Type**

Other

## **Phase**

Not Applicable

## **Primary outcome(s)**

Working conditions (e.g., supervisory social support at work, job control, job demands) and mental health literacy including mental health knowledge, stigma against mental illness and disclosure norms, confidence and skills in assisting someone who may have a mental health problem. Working conditions will be assessed using standardised scales such as the COP-SOQ and other scales routinely used in job stress research. Mental health literacy assessment will use the items developed for mental health first aid.

## **Key secondary outcome(s)**

1. World Health Organization Health and Work Performance Questionnaire (HPQ)
2. The Kessler-6 instrument
3. As well as organisation recorded unplanned absence data (at the station cluster level)

## **Completion date**

30/12/2016

## **Eligibility**

### **Key inclusion criteria**

The study is open to all Victoria Police members in the stations enrolled in the trial who volunteer to participate.

**Participant type(s)**

Patient

**Healthy volunteers allowed**

No

**Age group**

Adult

**Sex**

All

**Key exclusion criteria**

Stations eligible for the trial will have a minimum of 40 members from the Eastern and North-West regions of Melbourne. There are no exclusion criteria for potential participants within eligible stations.

**Date of first enrolment**

01/08/2014

**Date of final enrolment**

30/12/2016

**Locations****Countries of recruitment**

Australia

**Study participating centre**

221 Burwood Hwy

Melbourne

Australia

3125

**Sponsor information****Organisation**

National Health and Medical Research Council (NHMRC) (Australia)

**ROR**

<https://ror.org/011kf5r70>

# Funder(s)

## Funder type

Research organisation

## Funder Name

National Health and Medical Research Council (NHMRC) (Australia); Partnership Projects Grant Application: 1055333

## Alternative Name(s)

National Health and Medical Research Council, Australian Government, NHMRC National Health and Medical Research Council, NHMRC

## Funding Body Type

Government organisation

## Funding Body Subtype

National government

## Location

Australia

# Results and Publications

## Individual participant data (IPD) sharing plan

### IPD sharing plan summary

#### Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
<a href="#">Protocol article</a>	protocol	27/02/2016		Yes	No