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MIndfulness-based Training in the Workplace - evaluating the cost effectiveness and impact on emotional wellbeing

Submission date
14/11/2013

Recruitment status
No longer recruiting

Registration date
09/12/2013

Overall study status
Completed

Last Edited
19/07/2021

Condition category
Injury, Occupational Diseases, Poisoning

[X] Prospectively registered
[_] Protocol
[_] Statistical analysis plan
[_] Results
[_] Individual participant data
[_] Record updated in last year

Plain English summary of protocol

Background and study aims
Based on government reports, approximately 4.9 days per employee are lost to sickness per year, costing the economy approximately 9 billion a year on sick pay which averages at £760 per employee. There is strong research evidence to support the use of mindfulness-based interventions in a clinical a setting to reduce stress, anxiety and depression. This study will investigate if those benefits are transferable into the workplace and if mindfulness-based training would be a cost effective measure to reduce workplace sickness and improve quality of life. Mindfulness in the workplace is a fast growing area of interest but currently there is little robust research evidence to evaluate the impact. This study will evaluate the impact over a minimum one year period. Participants will be offered an 8 week mindfulness-based programme adapted for workplace delivery. The programme will be provided by trainers who have been trained by the Centre for Mindfulness Research and Practice (CMRP), Bangor University (UK).

Who can participate?
Staff members in NHS England (up to 4 sites).

What does the study involve?
Everyone who takes part in the study will be offered mindfulness training in the workplace. The training is based on the popular 8 week mindfulness programme with adaptations for workplace delivery and an additional week for orientation. As part of the research into this training we will electronically issue questionnaires to two groups of people at a time: one group will receive the mindfulness training (the training group) and one will not (the control group). The questionnaires will be completed immediately before the first mindfulness training class (week 1) and immediately after the last class (week 9) of each programme. Then, after the training groups have received the training the control groups will be offered the training. Follow up periods will be immediately after the training, 3 months and 6 months post training. If possible there will also be a 12 month follow up. This process will be simultaneously replicated in up to 4 separate geographical sites across England NHS.

What are the possible benefits and risks of participating?
Participants may find it interesting and rewarding to participate in a research study. When participating in the mindfulness training participants may experience positive wellbeing outcomes such as perceived reduced anxiety, stress and depression levels (reported in many clinical studies). There is no identified risk in participating in this research. Information we get from this study will help us understand more about how mindfulness in the workplace can help people deal with everyday stress and difficulties and will be used to advise and inform further research and possible implementation of the intervention. This means that by taking part participants will be helping others in the future. Once the study has been completed we will provide everyone who took part with information about the findings.

Where is the study run from?
The study will be run from the coordinating centre at Bangor University with up to four recruiting centres across NHS England (Manchester, Liverpool, Leeds and London).

When is study starting and how long is it expected to run for?
The study is expected to start in January 2014 for a period of 12 months.

Who is funding the study?
The study is part funded by Bangor University and by NHS England (UK).

Who is the main contact?
Ms Sharon Grace Hadley, sharon.hadley@bangor.ac.uk
(updated 19/07/2021, previously: sharon.hadley@kalapaacademy.com)

Contact information

Type(s)
Scientific

Contact name
Ms Sharon Grace Hadley

Contact details
Centre for Mindfulness Research and Practice (CMRP)
Dean Street
Bangor University
Bangor
United Kingdom
LL57 1UT
+44 1248 382498
sharon.hadley@kalapaacademy.com

Additional identifiers

Protocol serial number
2013-9304

Study information

Scientific Title
Longitudinal evaluation of cost effectiveness and wellbeing related variables of mindfulness training in the workplace

Acronym
MITW

Study objectives
We hypothesise that:
1. Employees who receive mindfulness training will be less stressed / anxious / depressed than employees who do not have the training. We believe this will result in reduced sickness rates.
2. Employees who receive mindfulness training will be benefit from an improved quality of life. We hypothesise that these feelings of quality of life improvement will result in elevated state of mood and reduced levels of perceived stress.
3. We hypothesise that a reduction in employee perceived stress, improvement in quality of life and changes in mood will result in a different state of organisational culture.
4. We also hypothesise that from the impact of improved wellbeing and increased quality of life and perceived stress will come a cost benefit.

Ethics approval required
Old ethics approval format

Ethics approval(s)
Bangor University School of Psychology Ethics Approval, 2013-9304

Study design
Phased blind multi-centre randomised controlled trial

Primary study design
Interventional

Study type(s)
Quality of life

Health condition(s) or problem(s) studied
Emotional Wellbeing

Interventions
Participants will be randomised to either mindfulness training (T) or control groups (C). The intervention is a 8 week taught mindfulness programme which will be measured using mainly a quantitative research method of self report questionnaires which will be electronically emailed to participants. There will be some qualitative interviews after the training has been completed to explore how practical it was for employees to experience this training in the workplace.

Intervention Type
Other

Phase
Not Applicable

Primary outcome(s)

1. Cost Effectiveness

Self-assessed levels of:
1. Stress
2. Mindfulness
3. Quality of life
4. Mood States
5. Memory

They are measured at baseline, immediately after the intervention, 3 months post intervention, 6 months post intervention and 12 months post intervention.

Key secondary outcome(s))
If participants are in a leadership role: Leadership style questionnaires will be used to measure the impact on leadership style

Completion date
31/12/2019

Eligibility

Key inclusion criteria
1. The participant must be an employee within the workplace
2. The participant must be in work and interested in mindfulness
3. The participant must be able to give informed consent
4. The participant must be able to attend a minimum of 6 of the 8 sessions

Participant type(s)
Patient

Healthy volunteers allowed
No

Age group
Adult

Sex
All

Key exclusion criteria
1. Participants will be excluded if they have recently experienced trauma, are in deep depressive state or experiencing any mental health issues that would make the mindfulness training difficult
2. Participants will be excluded if they are unable to speak English

Date of first enrolment
15/01/2014

Date of final enrolment
15/01/2015

Locations

Countries of recruitment
United Kingdom

Wales

Study participating centre
Centre for Mindfulness Research and Practice (CMRP)
Brigantia Building
School of Psychology
Bangor University
Bangor
Gwynedd
Bangor
United Kingdom
LL57 1UT

Sponsor information

Organisation
Bangor University (UK)

ROR
https://ror.org/006jb1a24

Funder(s)

Funder type
University/education

Funder Name
Bangor University (UK)

Alternative Name(s)

Funding Body Type
Private sector organisation

Funding Body Subtype
Universities (academic only)

Location
United Kingdom

Results and Publications

Individual participant data (IPD) sharing plan

IPD sharing plan summary
Not provided at time of registration