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Feasibility and acceptability of the MENTUPP hub: an intervention to improve mental health and wellbeing in the workplace

Submission date
08/02/2021

Recruitment status
No longer recruiting

Registration date
04/05/2021

Overall study status
Completed

Last Edited
09/06/2025

Condition category
Mental and Behavioural Disorders

[_] Prospectively registered
[X] Protocol
[_] Statistical analysis plan
[X] Results
[_] Individual participant data

Plain English summary of protocol

Background and study aims
Depression and anxiety are the most prevalent mental health difficulties in the workplace in the EU, causing immense suffering and costing the global economy €1 trillion each year in lost productivity. Certain sectors, in particular construction, health and ICT, have an elevated risk of mental health difficulties, with those working in Small and Medium Enterprises (SMEs) being particularly vulnerable. However, most SMEs have limited capacity to address mental health promotion and provide mental health interventions to staff. As SMEs comprise more than 90% of all EU businesses, there is a huge potential to influence population health.
This study aims to conduct an initial test of the MENTUPP programme in nine countries in Europe and Australia. MENTUPP aims to improve mental health and wellbeing in the workplace by developing, implementing and evaluating a comprehensive, multilevel intervention targeting both clinical (depressive, anxiety disorders) and non-clinical (stress, burnout, wellbeing, depressive symptoms) mental health issues, as well as combating the stigma of mental (ill-) health. Each intervention country will conduct the pilot implementation in one SME and in one of the three high-risk sectors. The main focus of the pilot is to examine the feasibility of implementing the intervention and recommend adaptations to address any infeasibilities identified in advance of the cluster Randomised Controlled Trial.

Who can participate?
Adults over 18 years, working in the area of health, ICT or construction.

What does the study involve?
Participants will have access to the MENTUPP Hub for a period of six months following participation in baseline measurement which involves a range of mental health indicators. The MENTUPP Hub is the online platform which presents the intervention materials. In total, there are approximately eight hours of content (reading materials, guided exercises, videos etc) to consume and participants have the choice of when and how many times they engage with the materials. Participants will be encouraged to bring the knowledge and skills they acquire from

the intervention into their everyday, working life. Participants will complete post-intervention measurement and will be invited to participate in a focus group to understand their experience of engaging with the MENTUPP Hub.

What are the possible benefits and risks of participating?
Some participants may experience improvements in their mental health and well-being. Although there are no expected adverse outcomes for participants, they may experience some distress in response to the sensitive issues presented on the MENTUPP Hub. Participants will be encouraged to seek further help if this occurs and can contact the Research Officer in their region for information. Local helpline numbers in each country will also be provided.

Where is the study run from?
University College Cork (Ireland)

When is the study starting and how long is it expected to run for?
February 2021 to February 2022

Who is funding the study?
European Commission

Who is the main contact?
Prof. Ella Arensman, ella.arensman@ucc.ie
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Dr Paul Corcoran, pcorcoran@ucc.ie

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Additional identifiers

Protocol serial number
MENTUPP GA No 848137

Study information

Scientific Title
Feasibility and preliminary efficacy of the MENTUPP hub: an intervention to improve mental health and wellbeing in the workplace

Acronym
MENTUPP

Study objectives
The primary aim of this study is to test the feasibility and acceptability of the MENTUPP hub. Given that this is a pilot study, it will not be powered for formal hypothesis testing.

Ethics approval required
Old ethics approval format

Ethics approval(s)
1. Approved 11/12/2020, Griffith University Research Human Research Ethics Committee (GUHREC) (Office for Research, Bray Centre, Nathan Campus, Griffith University, Brisbane, QLD, 4111, Australia; +61 737352069; research-ethics@griffith.edu.au), ref: 2020/842
2. Approved 09/12/2020, Ethical Review Board of The Finnish Institute for Health and Welfare (THL) (Mannerheimintie 166, Helsinki, Finland PL/PB/PO Box 30, FI-00271 Helsinki, Finland; +358 295246000; eettinentoimikunta@thl.fi), ref: THL/5316/60.02.01/2020
3. Approved 18/12/2020, Egészségügyi Tudományos Tanács, Tudományos és Kutatásetikai Bizottság (ETT TUKEB) (7-8 Széchenyi István tér, Budapest, H-1051, Hungary; +3617951192; attilane.gombos@emmi.gov.hu), ref: IV/10156-2020/EKU
4. Approved 06/01/2021, Clinical Research Ethics Committee of the Cork Teaching Hospitals (CREC) (Lancaster Hall, 6 Little Hanover Street, Cork, Ireland; +3530214901901; crec@ucc.ie), ref: ECM 4 (bb) 10/11/2020 & ECM 3 (oo) 12/01/2021
5. Approved 15/12/2020, Professional Ethics Commission of Hospital and University Clinical Service of Kosovo (Lagjia e spitalit, 10000, Prishtine, Kosovo; +381 38 500 600; aurora.bakalli@uni-pr.edu), ref: 2550
6. Approved 23/10/2020, Comité de Ética de la Investigación con medicamentos del Parc de Salut MAR (CEIm – Parcde Salut MAR, 08003 Barcelona, Spain; +34 933160677; ceic-psmar@imim.es), ref: 2019/8872/I
7. Approved 20/01/2021, The Medical Research Ethics Committee Utrecht (METC Utrecht) (Huispostnummer D01.343Kamernummer C01.314 Postbus 855003508 GA Utrecht, The Netherlands; +31 887556376; info@metcutrecht.nl), ref: 20-689/D
8. Approved 15/02/2021, Ethikkommission des Fachbereichs Medizin der Goethe-Universität Frankfurt am Main (Ethik-Kommission des Fachbereichs Medizin der Goethe-Universität c/o Universitätsklinikum Theodor-Stern-Kai 7 Haus 1, 2. OG, Zi. 207 60590 Frankfurt am Main, Germany; +49 69 6301-3758; ethikkommission@kgu.de), ref: 20-1025
9. Approval pending, The Ethics Committee, Albania (Rr. Reshit Petrela No 27 Tirana, Albania; +355 42 6820293; gliorion@icc-al.org), ref: n/a

Primary study design
Interventional

Study design
Mixed-methods approach

Study type(s)
Prevention

Health condition(s) or problem(s) studied
Mental and behavioural disorders and wellbeing

Interventions
This study will evaluate the MENTUPP programme for improving mental health in the workplace. The MENTUPP programme will be delivered through the MENTUPP Hub, an online platform that will deliver psychoeducational and wellbeing materials.

The MENTUPP Hub is designed to give tailored content to the construction sector, the healthcare sector and the ICT sector. Within each sector, the Hub provides general material on wellbeing as well as focused material and tools for employees and for leaders/managers.

The pilot study will evaluate the MENTUPP programme and the relevant tailored materials in the construction, healthcare and ICT sectors. Nine countries will participate in the pilot studies and each country will assigned to recruit in a specific sector.

The MENTUPP Hub will be delivered to participants via three intervention components. Intervention Component A focuses on non-clinical mental health including wellbeing, stress, burnout and depressive symptoms. Intervention Component A involves the presentation of materials that develop the participants' general understanding of mental wellbeing, stress and burnout and a mental wellbeing toolkit. Leader-specific materials relate to organisational factors associated with wellbeing and employee-specific materials relate to peer support in the workplace.

Intervention Component B is focused on depressive disorders and co-morbid anxiety and provides training on suicide prevention. Intervention Component C aims to target stigma in the workplace and is comprised of psychoeducational materials for all users including lay helpers and sufferers.

The total duration of treatment is 6 months.

Intervention Type
Behavioural

Primary outcome(s)
1. Feasibility will be measured throughout the study by tracking using the app:
1.1. Recruitment
1.2. Intervention uptake
1.3. Participant activity on the Hub
1.4. Retention
2. Acceptability will be measured via the app throughout the study:
2.1. Intervention adherence
2.2. Participant satisfaction and feedback and engagement (usability)

Key secondary outcome(s)
Standardised measures of wellbeing and mental health measured at baseline and post-intervention:
1. Mental wellbeing and quality of life: The World Health Organization – Five Wellbeing Index (WHO-5)
2. Depression and Anxiety: Patient Health Questionnaire Anxiety and Depression Scale (PHQ-ADS; Kroenke et al., 2016)
3. Depression Stigma: Depression Stigma Scale (DSS; Griffiths et al, 2004)
4. Presenteeism in the workplace: Stanford Presenteeism Scale (SPS-6; Koopmann et al., 2002)
5. Productivity: Work Productivity and Activity Impairment – General Health V2.0 (WPAI-GH 2.0; Reilly et al., 2004)
6. Burnout: Oldenburg Burnout Inventory (OLBI; Demerouti et al., 2003)
7. Help-seeking behaviour: Attitudes Towards Seeking Professional Psychological Help-Short Form (ATSPPH-SF; Fisher & Farina, 1995).
Other secondary outcome measures related to the possible moderations of the MENTUPP effect by the cultural and organisational features of SMEs (OCAI, COPSOQ)
8. Organisational Culture: The Organizational Culture Assessment Instrument (OCAI; Cameron &

Quinn, 1999)
9. Psychosocial constructs at the workplace: Copenhagen Psychosocial Questionnaire (COPSOQ; National Research Centre for the Working Environment of Copenhagen, 2010)

Completion date
28/02/2022

Eligibility

Key inclusion criteria
1. Individuals employed within the selected SMEs
2. Aged 18 years and older
3. Working in the area of health, ICT or construction
4. Employees and/or managers within construction SMEs, including sub-contractors
5. Volunteers for social or human sciences research
6. Able to give informed consent
7. Individuals and groups who may be vulnerable in terms of mental and physical health difficulties

Participant type(s)
Healthy volunteer

Healthy volunteers allowed
No

Age group
Adult

Lower age limit
18 Years

Sex
All

Key exclusion criteria
1. Patients
2. Healthy volunteers for medical studies

Date of first enrolment
22/03/2021

Date of final enrolment
30/04/2021

Locations

Countries of recruitment
Albania

Australia

Finland

Germany

Hungary

Ireland

Kosovo

Netherlands

Spain

Study participating centre
National Suicide Research Foundation
4.28 Western Gateway Building
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Study participating centre
University College Cork
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Study participating centre
Finnish Institute for Health and Welfare (THL)
Finland
FI-00271

Study participating centre
Semmelweis University (SEM)
Budapest
Hungary
1085

Study participating centre

Stichting Kenniscentrum Phrenos
Utrecht
Netherlands
3521 VS

Study participating centre
Community Centre for Health and Wellbeing (CCHW)
Tirana
Albania
1001

Study participating centre
Zyra Per Shendet Mendor Prizren (ZSMKOS)
Prishtina
Kosovo
10000

Study participating centre
Consorcio Mar Parc de Salut de Barcelona (IMIM)
Barcelona
Spain
08003

Study participating centre
Australian Institute for Suicide Research and Prevention (AISRAP), Griffith University
Australia
QLD 4122

Study participating centre
Mates in Construction (MIC)
Australia
QLD 4004

Study participating centre
European Alliance Against Depression (EAAD)
Leipzig
Germany
04109

Sponsor information

Organisation
National Suicide Research Foundation

ROR
https://ror.org/03rbjx398

Organisation
University College Cork

ROR
https://ror.org/03265fv13

Funder(s)

Funder type
Government

Funder Name
European Commission

Alternative Name(s)
European Union, Comisión Europea, Europäische Kommission, EU-Kommissionen, Euroopa Komisjoni, EC, EU

Funding Body Type
Government organisation

Funding Body Subtype
National government

Location

Results and Publications

Individual participant data (IPD) sharing plan
The current data sharing plans for this study are unknown and will be available at a later date

IPD sharing plan summary
Data sharing statement to be made available at a later date

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Results article	Evaluation of the long-term outcomes	14/07/2023	14/08/2023	Yes	No
Results article	Process evaluation	14/12/2023	18/12/2023	Yes	No
Results article		20/08/2024	09/06/2025	Yes	No
Protocol article		15/01/2022	21/03/2023	Yes	No
Study website	Study website	11/11/2025	11/11/2025	No	Yes