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Integrated workplace mental health promotion: a cluster randomised controlled trial

Submission date	Recruitment status	[X] Prospectively registered
08/07/2014	No longer recruiting	[X] Protocol
Registration date	**Overall study status**	[ ] Statistical analysis plan
24/07/2014	Completed	[ ] Results
Last Edited	**Condition category**	[ ] Individual participant data
29/02/2016	Mental and Behavioural Disorders	[ ] 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
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Contact information

Type(s)
Scientific

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Additional identifiers

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

Primary study design
Interventional

Study design
Cluster randomised controlled trial

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?
Protocol article	protocol	27/02/2016		Yes	No