



D e s i g n t o D e c o m

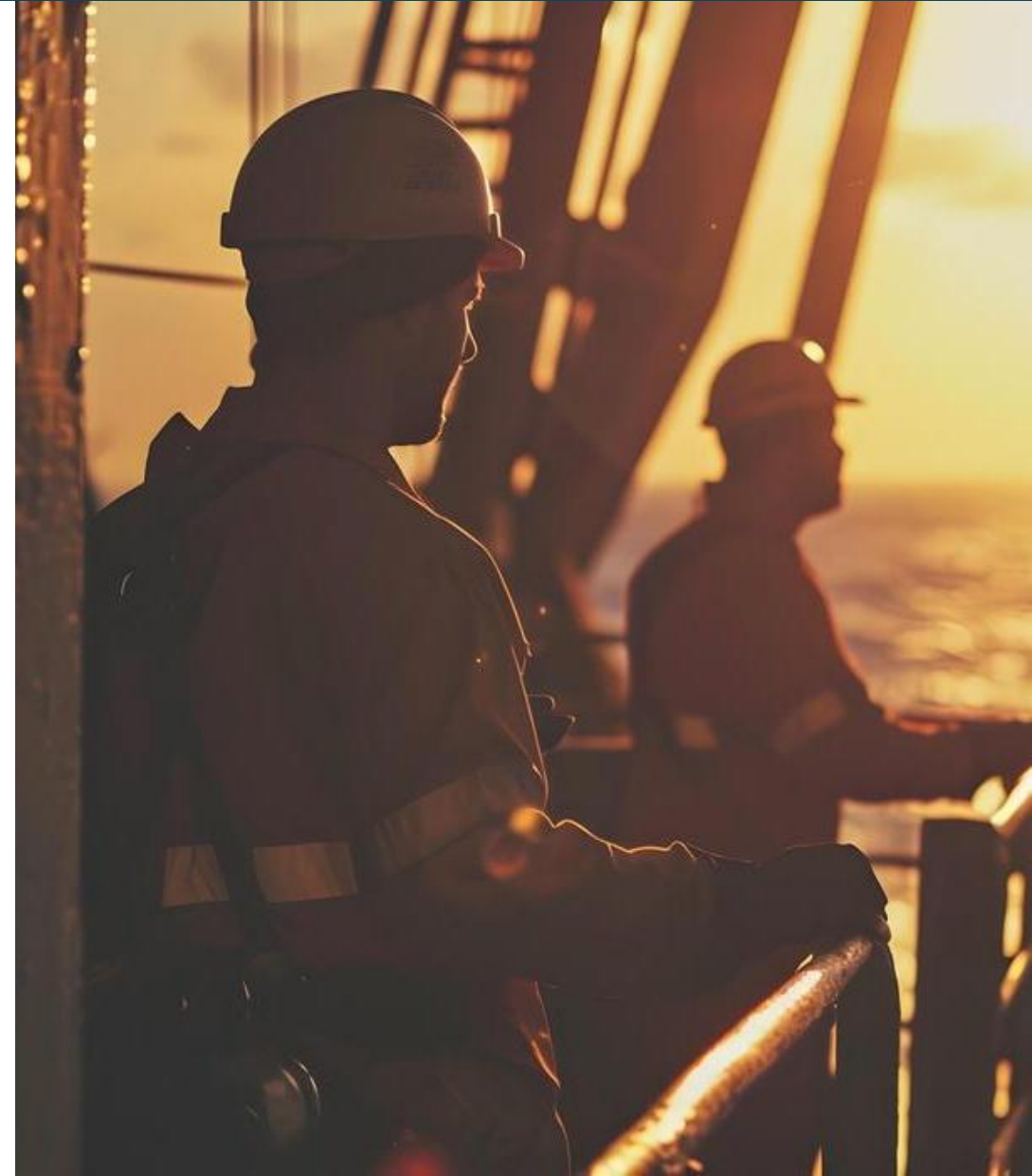
SAMH Project – Public Health Scotland



An Honest Industry Conversation

- A candid conversation between two industry colleagues
- Concern about workforce wellbeing in the energy sector
- Growing pressures across the North Sea
- Particular concern around late-life assets and decommissioning

John Pemberton's Story





Listening Before Acting

Brought together **70 senior leaders from across the energy sector**

- Supported by industry stakeholders
- Shared real experiences of workforce pressures
- Learned from other sectors
 - Professional sport
 - British Armed Forces
 - Energy industry perspectives



A Sector Ready to Act

- Open panel discussion with challenging questions
- Honest and constructive dialogue
- Clear consensus: **the industry wanted to do more**
- Commitment to practical action



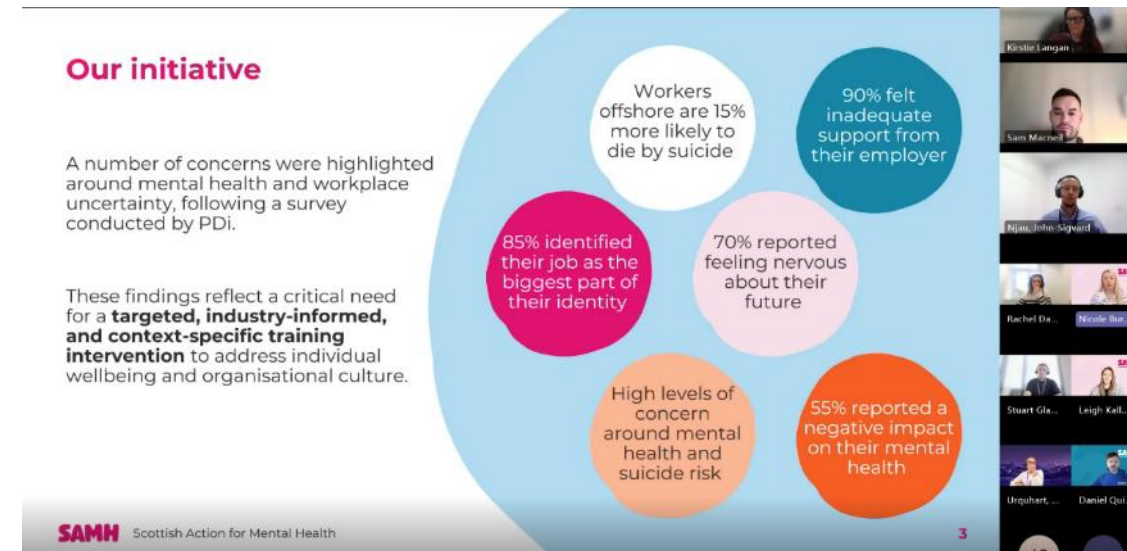
Industry-Shaped, Industry-Wide

- Partnered with **Scottish Action for Mental Health (SAMH)**
- Vision: an **industry-wide training programme**
- Accessible across the sector
- Designed **with industry, for industry**



Collaborative Development

- Two **industry working groups** established
- Operators, supply chain and sector organisations involved
- Focus: real-world relevance
- Programme co-designed with sector input



From Conversation to Delivery

- Training programme developed
- Pilot delivery beginning
- Industry rollout planned
- **All achieved within five months**



What Made This Work

- Industry leadership
- Cross-sector learning
- Collaboration with mental health experts
- Listening to the workforce

