Mental Health & Wellbeing in the Workplace for Leaders & Decision Makers

Creating a working environment that supports wellbeing and promotes positive mental health in the Workplace

WITH YOU IN MIND
CORPORATE WELLBEING

Joanne Quinn
www.withyouinminduk.com
info@withyouinminduk.com

Stress and Mental Health Statistics

- 82% of recruitment consultants claim they are stressed while at work

- Annual cost to employers of a workforce with poor mental health is up to £45bn

- 300,000 people with a mental health condition lose their jobs each year

Absence Cost

£6.8bn

Presenteeism & Leaveism Cost

£26.6bn

to

£29.3bn

Turnover Cost

£8.6bn
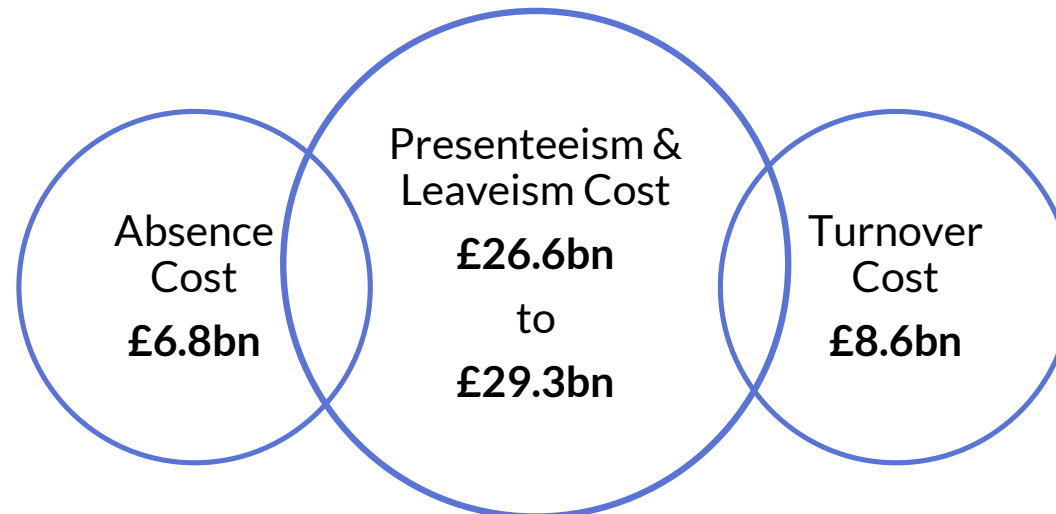
Factors contributing to work-related mental health problems

- Increased pressure and workload

- Long hours affecting work-life-balance

- Poor relationships with colleagues

- A lack of trust in the ability of managers to understand and support mental health issues

- Poor handling of organisational change

More investment in employee wellbeing is needed

Wellbeing –
A return on investment

- An average of £5 return for every £1 invested in staff wellbeing

- Increased productivity

- Decreased absenteeism, presenteeism & leaveism

- Improved retention

- Healthy & engaged workforce

- Lower stress levels

- Improved employee relations & engagement

- Competitive edge

Thriving at Work – 6 Core Standards

1. Plan
2. Working Conditions
3. Mental Health Awareness
4. Increasing Organisational Confidence & Capability
5. Mental Health Tools & Support
6. Internal & External Reporting

Standard 1

Plan

- Produce, implement and communicate a mental health at work plan
- Consult employees
- Senior stakeholder support
- Clear on how wellbeing will be promoted
- Sets out how support can be accessed
- Mental health monitoring
- Employee feedback

REC | Recruitment & Employment Confederation
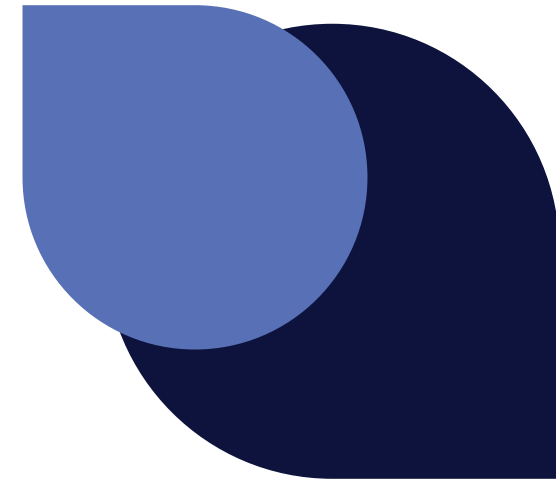
Standard 2
Working Conditions

- Working environment

- Employee workloads

- Consideration of other factors that increase the risks to mental health problems

- Give employees permission to have work-life-balance and opportunities to work flexibly and agile

- Freedom to express concerns

- Training & Development plans

Standard 3
Increasing Mental Health Awareness

- Mental Health Awareness training for all staff
- Mental Health First Aiders
- Mental Health Champions
- Regular, open and honest conversations around mental health

Standard 4
Increasing Organisational Confidence & Capability

- Effective people management
- Mental health & stress management training
- Mental health built into their role
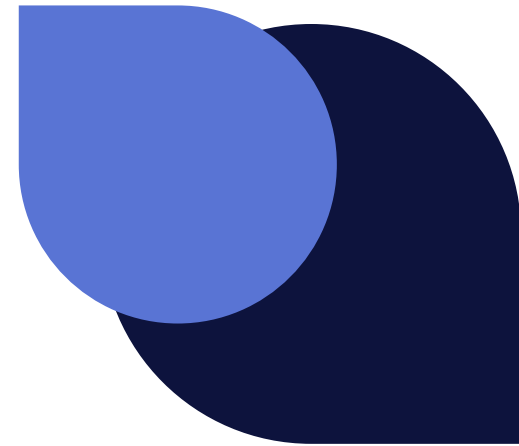- Managers trained in all aspects of mental health in the workplace

Standard 5
Tools & Support

- In-house or bought in
- Access to services such as:
  - Digital and online support sites
  - CBT Programmes
  - Occupational Health
  - EAP's
  - Counselling

Standard 6
Internal & External Reporting

- Monitoring mental health & wellbeing
- Surveys
- Audits
- HR information
- Annual reporting

Tools & Resources

- EAP's

- Mental Health & Stress Management Training

- Counselling Services

- Wellbeing Recovery Action Plans

- Flexible Working

- Free Government Services – Fit for Work and Able Futures

- Guides and Toolkits from MIND, Mental Health At Work, MHFA England

Thames Water Case Study

- Culture of care

- Eliminate stigma

- Training, leaflets, posters, videos, guidance

- Annual Health Checks

- 80% cost neutral

- 80% reduction in time lost due to illness

- Cultural survey show employees feel more positive about the company
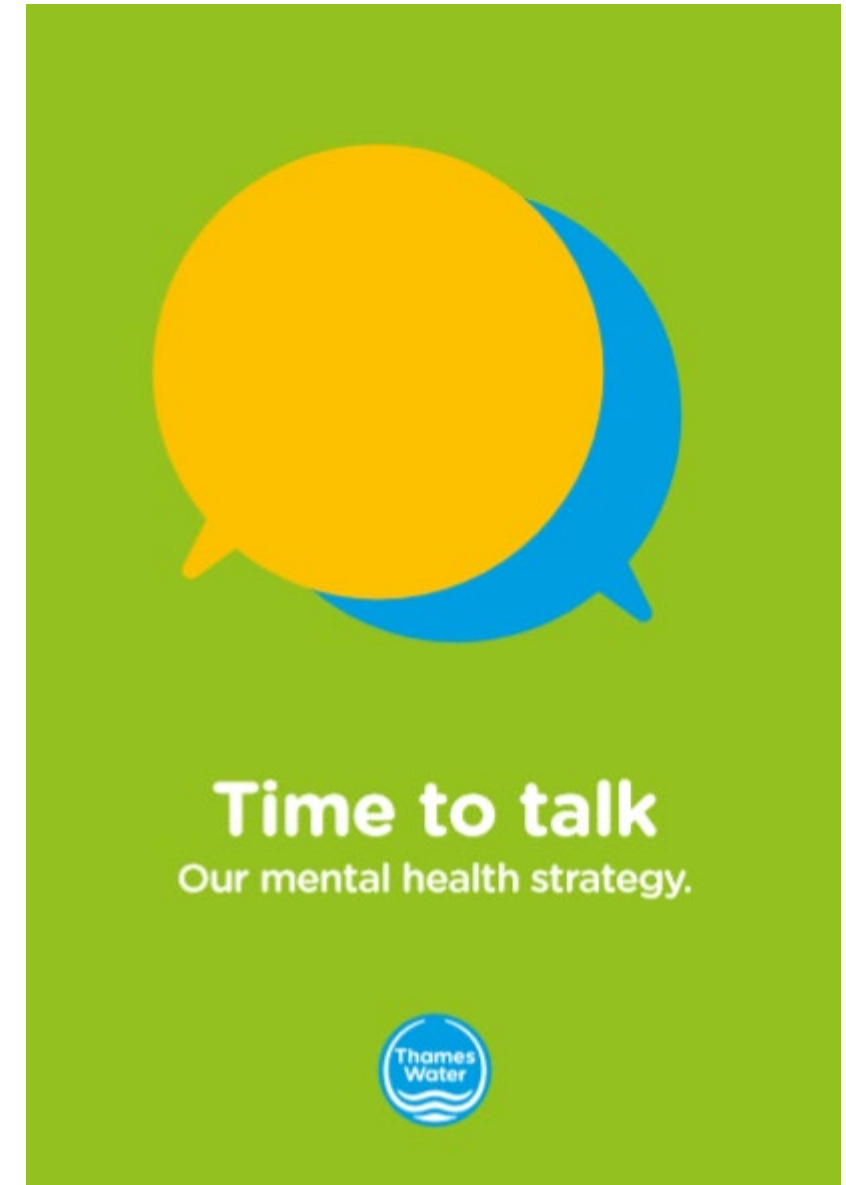
To learn more visit

www.rec.uk.com/mental-health

Thank you to Joanne Quinn
www.withyouinminduk.com
info@withyouinminduk.com