

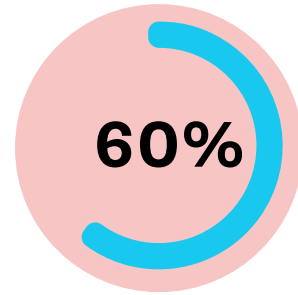


Mental Wellbeing in the Workplace – The Facts

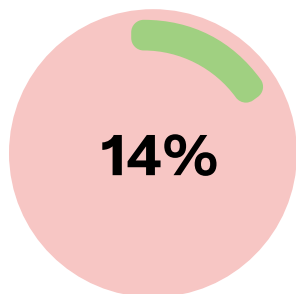
Why do we need to end the stigma around mental health?



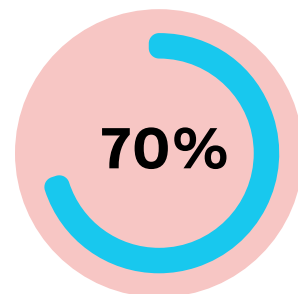
1 in 6 workers experience mental health problems each year¹



Almost 60% of employers have seen an increase in the number of employees reporting a mental health condition²



Only 14% feel comfortable discussing their mental health worries at work³



70% of managers say there are barriers to them providing mental health support⁴

The cost of poor mental wellbeing

£45 billion is lost annually due to poor mental health in the UK⁶



Leaveism

The inability to switch off from work means that 51% of employees are working outside contracted hours.⁶



Absenteeism

Absence from work as a result of poor mental health costs employers £5.0bn (private sector) and £1.8bn (public sector) per year.⁵



Turnover

Employees leaving a company due to mental health costs employers £8.6bn per year.⁵



Presenteeism

Feeling under pressure to be present at work, which can lead to poor mental health, costs employers £29.3bn per year which is an increase of 16% since 2017.⁵

The impact of COVID-19

Longer Hours

Many employees are working longer hours at home than they would do in the office which leads to an increase in presenteeism and leaveism.

Worse Mental Health

The pandemic has worsened mental health of many people with increased episodes of anxiety and depression, sometimes linked to feelings of isolation and fear of impact of COVID.⁷

Return to Work Anxiety

Many employees are continuing to feel anxious about returning to the workplace.⁷

What employers can do?

Tip 1: Build a culture of wellbeing



Make positive changes to your employee's physical working space, encourage them to take breaks and create an open, collaborative environment. Introduce company policies, such as flexible working and a mentoring or buddy policy. Offer a corporate wellbeing programme and include initiatives to raise awareness and offer trainings focused on mindfulness or CBT.

Tip 2: Drive engagement and uptake of your mental health initiatives



Ensure your wellbeing programme is relevant to individuals, personal and clearly communicated via multiple channels. Appoint Wellbeing Champions as spokespeople to help raise awareness and reduce stigma.

Tip 3: Measure for success



Choose KPIs to measure your wellbeing initiatives and HR data over time. These can include staff turnover and absenteeism rates or overall programme data such as reach and feedback collected via surveys or focus groups.



"Employers have a huge responsibility to influence employee wellbeing. During the current pandemic, it has become clear that proactive and preventative support is key to building employee resilience. Employers are now in a unique position to champion a culture shift where employee wellbeing is at the forefront."

Jorge Palacios, MD, PhD, Digital Health Scientist for SilverCloud Health and research fellow at the E-Mental Health Research Group at Trinity College Dublin

Sources:

1. Work-related stress, anxiety or depression statistics in Great Britain, HSE, 2019.
2. Chartered Institute of Personnel and Development (CIPD), Simply Health, Health and Well-being at Work, 2019.
3. Mental Health First Aid England (MHFA) and Bauer Media Group, Survey for 'Where's Your Head At?' campaign, 2019.
4. Business in the Community, Mental Health at Work 2019 Report, 2019.
5. Mental health and employers – Refreshing the case for investment, Deloitte, 2020.
6. Mind, Workplace Wellbeing Index 2018-2019.
7. CIPD, Impact of COVID-19 on working lives, 2020: www.cipd.co.uk/knowledge/work/trends/goodwork/covid-impact.

See SilverCloud in action.

Talk to us today



Connect with us on: [in](#) [Twitter](#) [LinkedIn](#)