

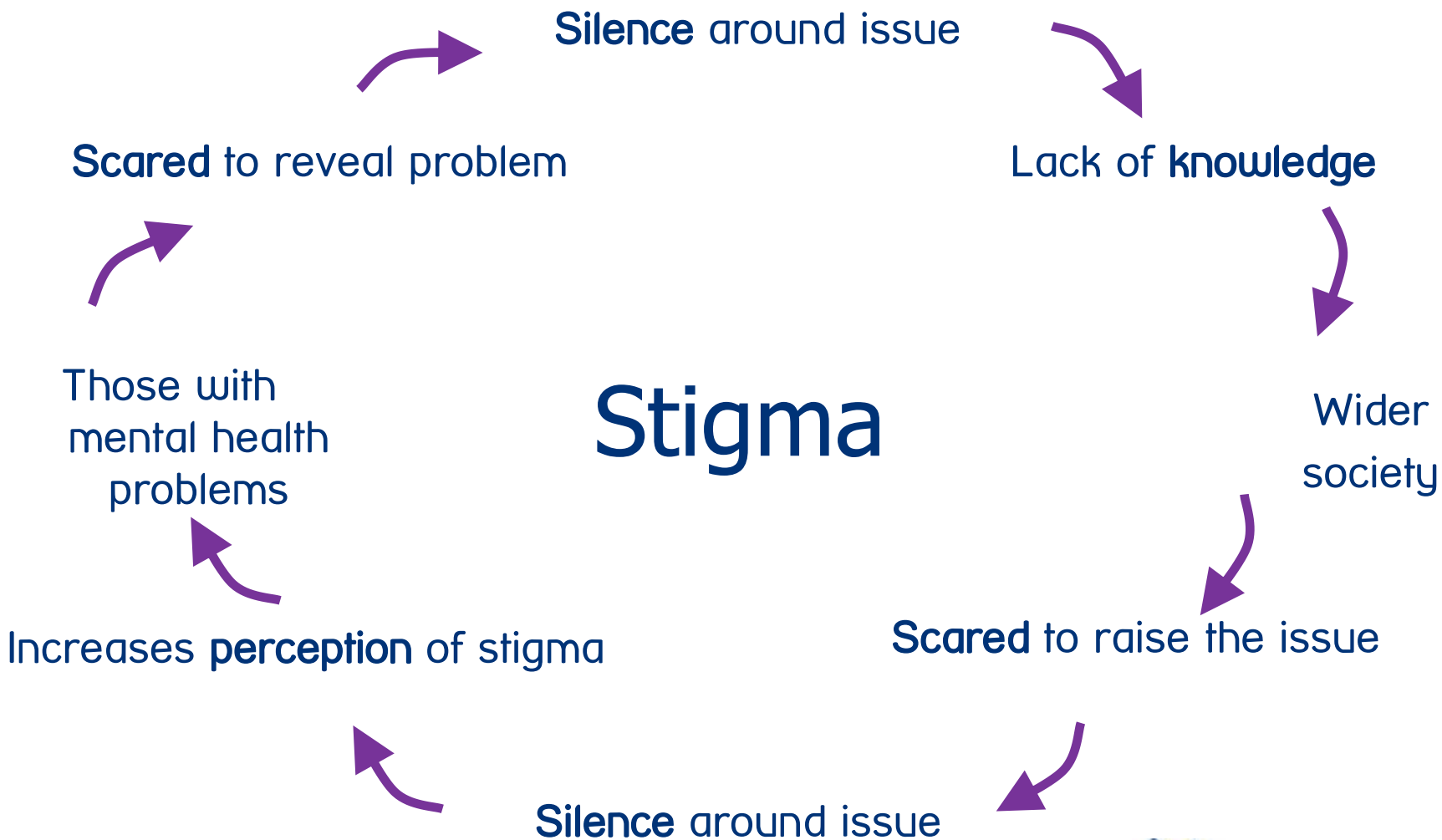
Managing mental health at work

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Mental health is everyone's business

- We **all** have mental health
- **1 in 4** people will experience a mental health problem in any given year
- Mental ill health is **indiscriminate**
- By **2020**, depression will be the **second most common** cause of ill health worldwide

But people don't talk
about it...



Mental health at work

Current picture

- Right now **1 in 5 workers** is dealing with anxiety, depression or stress
- Work is the **most stressful factor** in people's lives
- **40 per cent of employers** view workers with mental health problems as a 'significant risk'
- Mental health problems among workers cost the UK economy over **£26 billion every year**

Culture of silence

- Yet **eight in ten** employers have no mental health policy to help staff sustain good mental health
- While stress has forced **1 in 5** workers to call in sick, **95%** have gave a different reason to their boss
- Managers **want to do more** to improve staff mental wellbeing
- Staff would feel **more loyal and committed** if their employer took action on staff wellbeing
- So employers need to take the first step and **make it a priority**

Where do we need to get to?

- Our goal is to mainstream good mental health and make it core business for all employers
- Everyone is supported to have good mental health at work, no matter where they are on the spectrum
- People get appropriate support when they are experiencing a mental health problem

“Open and supportive workplaces benefit everyone – employees, employers and the bottom line”

Best practice for employers

A comprehensive mental health strategy will create an open and supportive working environment

Three-pronged approach

1. Promote wellbeing
2. Tackle work-related mental health problems
3. Support employees with mental health problems

Senior leadership across the organisation is crucial

Promote wellbeing

- Get mental health on the agenda
- Strong leadership
- Support flexible working where possible
- Effective two-way communication
- Invest in your staff
- Promote positive working relations and peer support

Tackling the causes

- Routinely take stock of organisation's mental health and wellbeing
 - Organisational level
 - Team level
 - Individual level
- Ensure line managers are supported and confident on mental health
- Organise work efficiently and effectively and clearly communicate responsibilities and expectations
- Consider the physical environment
- Publicise internal and external support

Supporting employees

- Promote a positive culture
- Develop tailored support for individuals when needed. A useful tool is developing an Action Plan that covers:
 - What keeps you well at work
 - Workplace triggers and early warning signs
 - Impact of mental health problem on performance
 - Steps for the line manager to take
 - Steps for the individual to take
- Put in place support measures and workplace adjustments