

Mental health toolkit for employers

The scale of the problem for employers



Mental health issues in the workforce cost UK employers up to **£42 billion** a year.

This includes:



£8 billion in sickness absence



£1 billion per year of sickness absence to the self employed

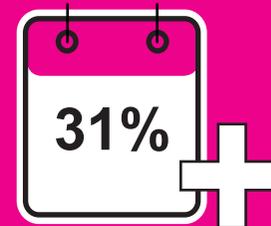
£8 billion in replacing staff who leave their jobs because of their mental health



(Source: Deloitte Mental Health and Wellbeing in Employment Report 2017)

The scale of the problem for employees

Three out of every five employees experience mental health issues because of work



31% of the UK workforce have been formally diagnosed with a mental health issue

Just **13%** feel able to disclose a mental health issue to their line manager



91% of managers agree that what they do affects the wellbeing of their staff



But only **58%** of employees believe their line manager is concerned about their wellbeing

(Source: Business in the Community Mental Health at Work Report 2017)

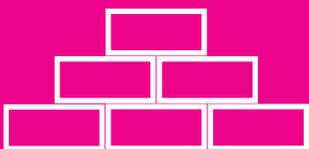


Actions for employers for good mental health in the workplace



1. Make a commitment to mental health:

- Ensure senior level buy-in
- Be visible to employees (e.g. sign Time to Change)
- Have a senior Mental Health Champion
- Engage and consult employees about the approach



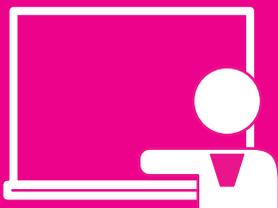
2. Build your approach:

- Understand the legal situation
- Assess employee needs
- Update policies, make plans to improve, and take action
- Co-produce a plan with employees



3. Create a positive culture:

- Support and value employees
- Promote healthy behaviour at work
- Reduce stress linked to work using HSE Stress Standards
- Review (and redesign if necessary) job roles
- Support social activities
- Communicate about wellbeing



4. Provide support and training:

- Share information freely
- Recognise importance of line managers
- Provide line manager training
- Build into induction
- Encourage dialogue at performance reviews



5. Manage mental health:

- Pro-actively tackle the stigma
- Openly discuss mental health
- Support employees with reducing stress (e.g. adopt HSE management standards)
- Signpost all information



6. Provide the right support:

- Train managers to be confident with sensitive conversations
- Be ready to make reasonable adjustments
- Provide a confidential support service



7. Help people to recover:

- Support employees back to work
- Make adjustments
- Use Fit for Work and Access to Work initiatives



8. Go further:

- Regularly evaluate your approach
- Share best practice with other employers