More than just a nice to have: the importance of workplace wellbeing
We’re Mind, the mental health charity. We’re here to make sure anyone with a mental health problem has somewhere to turn to for advice and support.
1 in 4 people experience a mental health problem in any given year.
We all have mental health...it exists on a spectrum
Stigma
Workplace Mental Health
The Current Landscape
“You try and compartmentalise everything you do – you go to nasty jobs and you try and leave it behind. But you’ve got your own stresses on top of that, your own mental health – it makes the job extremely hard, and sometimes too hard to do”.

Paramedic

“When I first joined I was told that people generally sink or swim here, I’ve been doing OK so far so I think I’m OK”

Receptionist

“The diverse range of emotion is very difficult. Sometimes you just think: ‘I can’t do this today’, and you don’t know what it is that’s triggered that, but sometimes you just can’t.”

Senior nurse

“During December it was genuinely awful. I would talk to other nurses and say, ‘I feel anxiety about coming back to work, I’m worrying before I’m even there about what I am going to face when I’m there.’

Student nurse
Thriving at Work – The impact on people

This chart shows the chance of an individual who is in work losing their job in the next quarter. It is significantly higher for those with a long term mental health condition than a physical health condition or no long-term mental health condition. Annex C provides more details.
Cost to employers

Figure 3: Poor mental health costs employers between £33 billion and £42 billion a year\(^2\). This is made up of:

- Absenteeism cost: £8bn
- Presenteeism cost: £17bn to £26bn
- Staff turnover: £8bn

Total cost: £33bn to £42bn

This amounts to a cost per employee of between £1,205 and £1,560 per year. This cost is for all employees, not just those who are ill.
Costs to the UK Economy

Figure 6: Cost of poor mental health to the UK economy

Poor mental health at work costs the UK economy between £74 billion and £99 billion per year\(^3\).
Costs per employee

Public Sector mental health costs per employer
Average cost per employee:
£1,551 – £1,877

Health
Low estimate: £1,676
High estimate: £1,795

Education
Low estimate: £1,697
High estimate: £1,817

Other public services
Low estimate: £1,485
High estimate: £1,590

Public administration, defence, social security
Low estimate: £1,485
High estimate: £1,590

Figure 8: Cost of poor mental health in the public sector

Thriving at Work
Thriving at work
The Stevenson / Farmer review of mental health and employers

- 40 recommendations
- 10 employer standards
1. Produce, implement and communicate a mental health at work plan that promote good mental health of all employees and outlines the support available for those who may need it.

2. Develop mental health awareness among employees by making information, tools and support accessible.

3. Encourage open conversations about mental health and the support available when employees are struggling, during the recruitment process and at regular intervals throughout employment, offer appropriate workplace adjustments to employees who require them.

4. Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development.

5. Promote effective people management to ensure all employees have a regular conversation about their health and well-being with their line manager, supervisor or organisational leader and train and support line managers and supervisors in effective management practices.

6. Routinely monitor employee mental health and wellbeing by understanding available data, talking to employees, and understanding risk factors.
A reminder of the enhanced standards

**Enhanced Standard 1**
Increase transparency and accountability through internal and external reporting

**Enhanced Standard 2**
Demonstrate accountability by nominating a health and wellbeing lead at Board and Senior leadership level

**Enhanced Standard 3**
Improve the disclosure process to encourage openness during recruitment

**Enhanced Standard 4**
Ensure provision of tailored in-house mental health support and signposting to clinical help
Mind's Thriving at Work Guide

How to implement the Thriving at Work mental health standards in your workplace

Foreword by Paul Farmer
Tools and resources to support mental health at work
NHS Workforce Health and Wellbeing Framework

Organisational Enablers

- Leadership & Management
  - Board Leadership
  - Effective Line Management
  - Organisation wide plan

- Data & Communication
  - Data driven decision making
  - Health Needs Assessment
  - Engaging with staff

- Healthy Working Environment
  - Physical Infrastructure
  - Nutrition and Sugar

Health Interventions

- Mental Health
  - Prevention & Self-management
  - Psychological interventions

- Musculoskeletal
  - Prevention & Self-management
  - Accessible physiotherapy

- Healthy Lifestyles
  - Promotion & Self-management
  - Lifestyle change interventions

for better mental health
Mind's employer journey

Ongoing monitoring through the Workplace Wellbeing Index to establish gaps and continue building on awareness and action.

TAW: routinely monitor employee health and wellbeing, increase and demonstrate transparency and accountability through external reporting.

Improve workplace wellbeing through corporate partnership, action plans, training and consultancy.

TAW: promotes effective people management through training line managers.

Audit current policy and practice in relation to staff mental health through the Workplace Wellbeing Index.

TAW: identify areas for improvement, particularly in relation to good working conditions, work life balance and development opportunities.

Raise awareness of workplace mental health through free information and resources via our website, Heads Together portal and printed materials.

TAW: supports employers to create a mental health at work plan and develop mental health awareness among employees.

Make a commitment to take action by signing the Time to Change Employers Pledge.

TAW: supports employers with action plans and guidance on how to encourage open conversations about mental health and the support available when employees are struggling.

Key

TAW: Thriving at Work recommended employer standards
Organisations want to do more, but don’t know where to start.

Mental Health at Work Gateway

Start finding resources

If you're not sure where to start, make a few choices below to help us point you in the right direction for your organisation.

1. I'm looking for
2. Sector
3. Workplace
4. Your role
5. Organisation size

- Support for line managers, colleagues & staff
- Ways to assess my organisation's approach
- Ideas to improve workplace culture
- Help to develop policy and practice

Searching 0 resources

Go back View resources Next question?
Questions