Mental wellbeing in the workplace

**FACT**
- Mental health problems quadrupled in NHS staff during the first wave of COVID-19.¹
- Nurses have consistently reported higher levels of depression and anxiety during the COVID-19 pandemic.²
- Poor mental health in the NHS equates to £1,749 - £2,174 per employee, per year.³
- ROI in workplace mental health interventions is £4.20 for every £1.⁴

**CAUSES**
- NHS staff have felt unwell due to work-related stress.⁵
- 70% of managers say there are barriers to them providing mental health support.⁶
- 44% of NHS staff reported feeling unwell as a result of work-related stress in 2020.⁷
- 33.4% of NHS staff reported that their trust definitely takes positive action on health wellbeing in 2020.⁸

**IMPACT**
- Top factors affecting mental wellbeing in learners are:
  - Fear of being judged.
  - Stress.
  - Finding confidence to discuss mental health problems.
  - Stigma that mental health problems are seen as a weakness.⁹

**ACCESSING SUPPORT**
- Wellbeing hubs have been set up to provide health and social care colleagues rapid access to assessment and local evidence-based mental health services and support where needed.¹⁰
- Our emotional wellbeing toolkit explains the contributors to decreased emotional wellbeing and shows you how to encourage improvements.¹¹

**STIGMA**
- Staff are more likely to seek support for musculoskeletal conditions (66%) than mental health conditions (52%).¹²
- 73% of doctors would disclose mental ill health to family/friends rather than a healthcare professional.¹³

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¹ Nursing Times 'Staggering rise' in mental health issues among NHS staff since Covid-19
² Greater Manchester mental health trust, The Impact of the COVID-19 Pandemic on the Mental Health of Healthcare Workers
³ NHS Staff and Learners’ Mental Wellbeing Commission (2019) Health Education England
⁴ NHS Staff and Learners’ Mental Wellbeing Commission (2019) Health Education England
⁵ NHS Staff and Learners’ Mental Wellbeing Commission (2019) Health Education England
⁶ NHS Staff and Learners’ Mental Wellbeing Commission (2019) Health Education England
⁷ NHS Staff Survey 2020 National results briefing
⁸ NHS Staff Survey 2020 National results briefing
⁹ NHS Staff and Learners’ Mental Wellbeing Commission (2019) Health Education England
¹⁰ Staff mental health and wellbeing hubs
¹¹ Emotional wellbeing toolkit
¹³ NHS Staff and Learners’ Mental Wellbeing Commission (2019) Health Education England

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