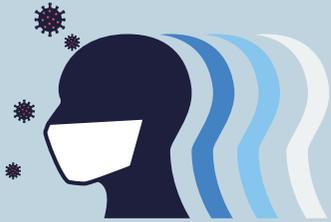


Mental wellbeing in the workplace



FACT

Mental health problems quadrupled in NHS staff during the first wave of COVID-19.¹



FACT

Nurses have consistently reported higher levels of depression and anxiety during the COVID-19 pandemic.²



COSTS

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



of managers say there are barriers to them providing mental health support.⁶



of NHS staff reported feeling unwell as a result of work related stress in 2020.⁷



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

*based on a survey of 3,500

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. Mental Health at Work 2019: Time To Take Ownership Business in the Community
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
12. The John Lewis Partnership Working Well Report (2019) John Lewis Partnership
13. NHS Staff and Learners' Mental Wellbeing Commission (2019) Health Education England



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