

# Mental wellbeing in the workplace



## Fact

Conditions relating to mental health are consistently the most reported reason for sickness absence.<sup>1</sup>



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Nurses have consistently reported higher levels of depression and anxiety since the COVID-19 pandemic.<sup>2</sup>



## Costs

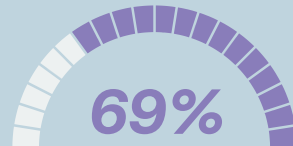
Poor mental health in the NHS equates to £1,749 - £2,174 per employee, per year.<sup>3</sup>

ROI in workplace mental health interventions is £5.30 for every £1.<sup>4</sup>

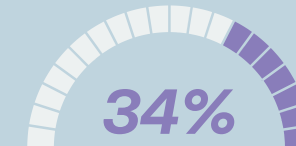
## Causes



NHS staff have felt unwell due to work-related stress.<sup>5</sup>



of survey staff reported that their line manager has positive interest in their health and wellbeing.<sup>6</sup>



34% of NHS staff reported feeling burnout because of their work.<sup>7</sup>

## Accessing support



Our emotional wellbeing toolkit explains the contributors to decreased emotional wellbeing and shows you how to encourage improvements.<sup>8</sup>



Our mental health in the workplace guidance can provide you with tools and resources to make improvements in your trust.<sup>9</sup>

## Stigma



**9 out of 10** who experience mental health conditions face stigma and discrimination as a result.<sup>10</sup>



**60%** of people reported stigma as more damaging than the symptoms of their mental health condition.<sup>11</sup>

1 NHS Digital: NHS sickness absence rates

2 Greater Manchester Mental Health Foundation Trust

3 NHS Staff and Learners Mental Wellbeing Commission (2019) Health Education England

4 Deloitte Insights: The ROI in workplace mental health programmes

5 NHS Staff and Learners Mental Wellbeing Commission (2019) Health Education England

6 NHS Employers: NHS Staff Survey 2022: Health and Wellbeing

7 NHS Employers: NHS Staff Survey 2022: Health and Wellbeing

8 Emotional Wellbeing toolkit

9 Mental Health in the Workplace

10 Mental Health at Work: Supporting the mental health of NHS staff

11 Mental Health at Work: Supporting the mental health of NHS staff



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