

MENTAL HEALTH

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RETAIN SKILLS BY REDUCING STAFF TURNOVER

Almost a third (31%) of staff said that they would consider leaving their current role within the next 12 months if stress levels in their organisation did not improve.



CUT SICKNESS ABSENCE



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Mental health issues such as stress, depression or anxiety account for almost 70 million days off sick per year, the most of any health condition, costing the UK economy between £70-100 billion per year.

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REDUCE PRESENTEEISM

The annual cost of mental health-related presenteeism (people coming to work and underperforming due to ill health) is £15.1 billion or £605 per worker.

DEMONSTRATE A COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Work related mental ill health costs UK employers up to £26 billion every year through lost working days, staff turnover and lower productivity. However, many business leaders still admit to prejudice against people with mental health issues in their organisation.

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DECREASE LIKELIHOOD OF GRIEVANCE AND DISCRIMINATION CLAIMS FROM UNHAPPY STAFF



Grievances or more simply: concerns, problems or complaints that employees raise with their employers', are on the rise.

ENSURE COMPLIANCE WITH LEGISLATION BY UNDERSTANDING THE LAW



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If a mental health issue has adverse effects on someone's ability to perform day to day tasks, this is considered a disability protected under the Equality Act 2010. Employers have a duty not to discriminate and to make reasonable adjustments in the workplace.

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ENSURE A HEALTHIER WORKPLACE



On average, employees take 7 days off work a year for health reasons and it is estimated that mental health issues account for 40% of this figure. Yet up to 90% feel unable to be honest about this being the reason for their absence.

IMPROVE STAFF MORALE

60% of employees say they'd feel more motivated and more likely to recommend their organisation as a good place to work if their employer took action to support mental health and wellbeing.

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INCREASE STAFF ENGAGEMENT AND COMMITMENT

Supporting mental health in the workplace is not just a corporate responsibility, staff who have positive mental health are more productive and businesses who promote a progressive approach to mental health can see significant impact on business performance, so its about good business too.

OPTIMISE PERFORMANCE



There is a strong link between levels of staff wellbeing and performance. Taking a positive, productive approach to mental health at work can help you grow your staff and your organisation.

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