

# Making the business case for mental health

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# What is mental health?

Mental health is part of our overall health. It's about:

- How we feel, think, and behave
- How we cope with the ups and downs of everyday life
- How we feel about ourselves and our life
- How we see ourselves and our future
- How stress affects us
- How we deal with negative events
- Our self-esteem and confidence



**“A healthy workplace is one where employees and managers work together to protect and promote their health, safety and wellbeing and the sustainability of the business.”**

**World Health Organisation**



# True or false quiz

1

Stress, anxiety and depression are the third biggest cause of sickness absence in our society

**False**

They are the biggest.

Work-related stress, depression or anxiety accounts for 44% of work-related ill health and 57% of working days lost, in 2017/18.

Health and Safety Executive, 2018:

Work related Stress, Anxiety and Depression Statistics in Great Britain



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# True or false quiz

2

Mental ill health costs UK employers an estimated £33-42 billion per year

**True**

For the UK economy as a whole, these costs are up to £99 billion per year.

Deloitte, 2017: Mental Health and Wellbeing in Employment  
Investors in People, 2018: Managing Mental Health in the Workplace



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# True or false quiz

3

Suicide is the leading cause of death for men under 50 in the UK

True

People with a diagnosed mental health condition have been shown to be at a higher risk of attempting and completing suicide.

Office for National Statistics, 2017: Suicides in the UK: 2016 registrations



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# True or false quiz

4

40% of people with diagnosable mental illness receive no treatment at all

**False**

It's 75%

Department of Health, 2014: Chief Medical Officer annual report: public mental health



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# Why invest in employee mental health?





# 1

## We all have mental health

Mental health issues are common:

**61%** of UK employees have experienced a mental health issue due to work or where work was a contributing factor



**33%** of the UK workforce have been formally diagnosed with a mental health condition at some point in their lifetime



Business in the Community, 2018: Mental Health at Work summary report



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## 2

# Cut absences & presenteeism



days of sickness absence caused by mental health issues (including stress, depression and anxiety) in the UK in 2016

Office for National Statistics, 2017: Sickness absence in the labour market: 2016

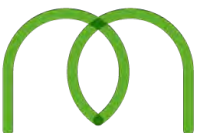


### Costs of presenteeism to UK economy each year

- 1.8x as much productivity/working time lost as absences
- Costs more to employers as prevalent among higher paid staff
- Common with mental health issues due to people not feeling able to come forward or take time off

Centre for Mental Health, 2017:

Mental health at work: The business costs ten years on



# 3

## Cut the costs of mental ill health

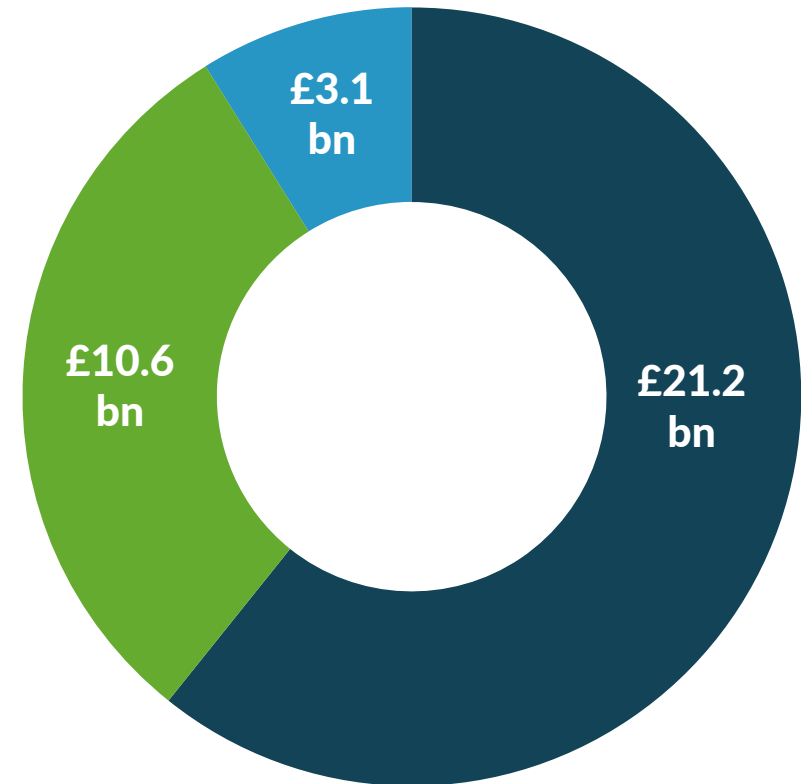
# £34.9 billion

cost of work-related mental ill health to UK employers each year

# £3.1 billion

cost of replacing staff who leave their jobs due to mental ill health each year

Centre for Mental Health, 2017:  
Mental health at work: The business costs ten years on



■ Reduced productivity ■ Sickness absence ■ Staff turnover

**“Simple steps to improve the management of mental health in the workplace, including prevention and early identification of problems, should enable employers to save 30% or more of these costs – at least £8 billion a year.”**

**Centre for Mental Health**



# 4

## Equip your managers



**85%**

of managers feel that employee wellbeing is their responsibility...

**30%**

...but just 30% have taken part in mental health training

**30%**

report having no workplace facilities or services that could help mental health and wellbeing

**16%**

of employees felt able to disclose a mental health issue to a manager

**“We recognise that line managers have such a complex and varied role so we wanted to give them the best toolkit to support their teams.”**

**Nikki Kirbell  
Health & Wellbeing Programme Lead  
Unilever UK & Ireland**



# 5

## Boost motivation & commitment

Employees favour a workplace that cares for their wellbeing and demonstrates support for wellbeing through a healthy work/life balance and strong diversity policies

World Federation for Mental Health, 2017: Mental Health in the Workplace

When asked about their happiness at work, younger respondents (aged 18-24 years) and older respondents (aged 65+ years) reported being happy at work more frequently than respondents in the middle age bracket (aged 31-40 years)

Mind, 2018: Workplace Wellbeing Index 2016/17



**“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 a significant impact on business performance, so it’s about good business too.”**

**Dr Justin Varney  
National Lead for Adult Health and Wellbeing  
Public Health England**





# 6

## Break the silence, close the gap

Business in the Community, 2018: Mental Health at Work Report found a gap between aspiration and reality for workplace mental health:

58% of senior leaders and board members think that their organisation supports its staff

but

42% of employees with no managerial responsibility believe that their organisation supports its staff

20% of employees feel that their manager is not concerned about their wellbeing



**66%** of financial sector employees have experienced a mental health issue as a result of work

**32%** have been formally diagnosed with a mental health issue

**21%** have experienced symptoms in the last month

**16%** only 16% of the sector have taken mental health training courses



**57%** of people in the construction industry have experienced mental health issues

**30%** have taken time off work due to mental health issues

**63%** hid the real reason for their absence from their employer

**400,000** working days are lost in the industry each year due to mental ill health

**1 in 4** construction workers have considered suicide





**17%** of retail managers feel that situations arise 'every day' in which they put the interests of the business ahead of their employees

**18%** of retail managers believe they are responsible for mental health and wellbeing

**31%** of retail managers say that performance targets are a significant barrier to managing mental health



**93%** of junior lawyers experienced stress in the past month

**73%** think their firm can do more to support staff experiencing stress

Nearly three quarters say their employer provides no help, support or guidance around mental health in the workplace, or that they do not know about any support



**59%** of PR and communications employees have experienced mental ill health

Almost half believe the PR industry is 'not very accepting' of those with a mental health issue

Over half would be uncomfortable or very uncomfortable talking about mental health at work

Public Relations and Communications Association, 2017: #FuturePReof Report

**30%** describe their wellbeing in their job as 'unhappy' or 'not at all happy'

CIPR, 2016: State of PR Report





**1 in 4** emergency services workers have thought about ending their life


**92%** have experienced stress, low mood and poor mental health in their role

Nearly half said that someone would be treated negatively if they disclosed a mental health issue at their organisation

**86%** believe more emotional support needs to be made available to emergency services

# What can you do to help?

Visit [mhfaengland.org](https://mhfaengland.org) to:

- Download our free resources for employers including the Workplace Wellbeing strategy toolkit, Address Your Stress toolkit, Mental Health First Aider implementation guidance, and Line Managers' Resource
  - See case studies from organisations that have implemented MHFA England training as part of their wellbeing strategy
  - Contact [commercial@mhfaengland.org](mailto:commercial@mhfaengland.org) to discuss MHFA England training for your workplace
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