

Mental health in the workplace

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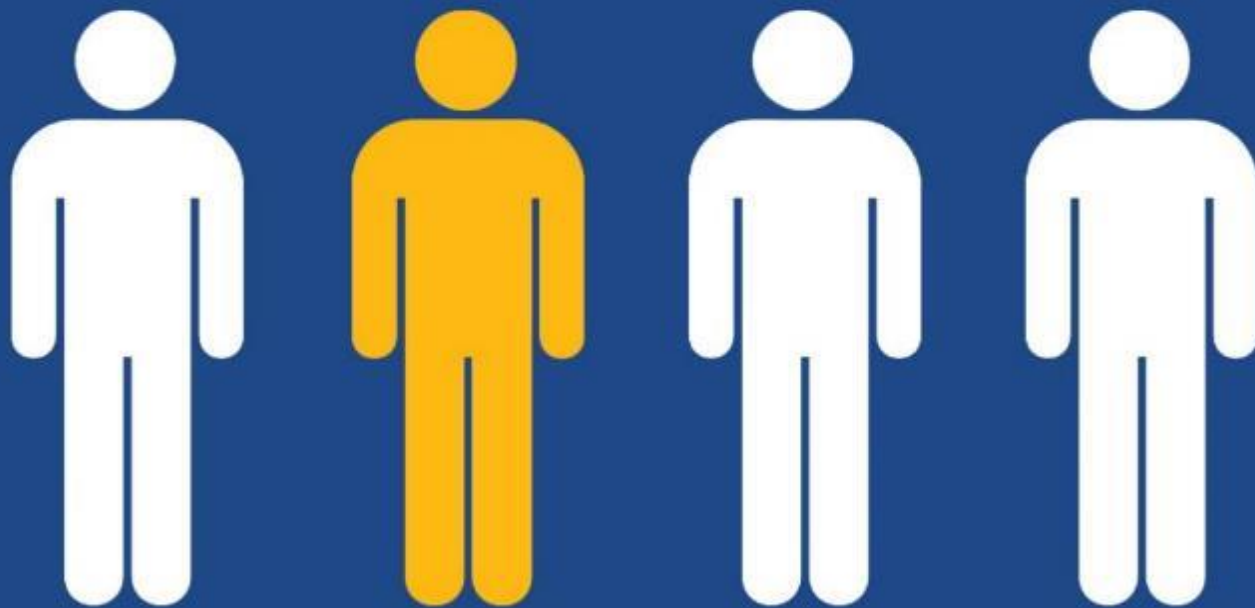


We're Mind, the mental health charity.
We're here to make sure anyone with a
mental health problem has somewhere to turn to
for advice and support.



We all have mental
health...it exists on a
spectrum

1 in 4 people experience a mental health problem in any given year



But people don't talk
about it...

Attitudes are changing



5% rise (from 72% to 77%)

in willingness to **live nearby to someone** with a mental health problem



6% rise (from 82% to 88%)

in willingness to continue a **relationship with a friend** with a mental health problem



7% rise (from 69% to 76%).

in willingness to **work with someone** with a mental health problem

But there is still a long way to go



Nearly half (49%)

of people said they **would feel uncomfortable talking to an employer** about their mental health

A group of business professionals are gathered around a table in a meeting room. In the center, a woman with long dark hair, wearing a black blazer, looks down with a serious expression. To her left, a man in a light blue shirt is partially visible, looking towards the center. To her right, a woman in a blue blazer is seen from the back, looking towards the center. In the background, a man with glasses is partially visible. A whiteboard with some papers is on the wall behind them.

What is the current picture
in workplaces?

Costs to UK economy

Costs to employers

Poor mental health costs employers between **£33 billion** and **£42 billion** a year. This amounts to a cost per employee of **£1,205** and **£1,560** per year.

Costs to Government

Poor mental health at work costs the Government between **£24 billion** and **£27 billion** per year.

Costs to UK economy

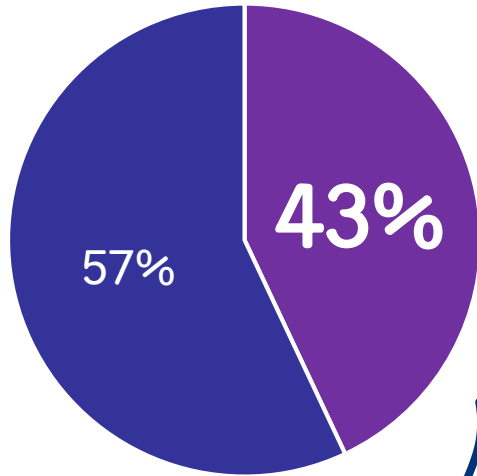
Poor mental health at work costs the UK economy between **£74 billion** and **£99 billion** per year.

Key workplace insights

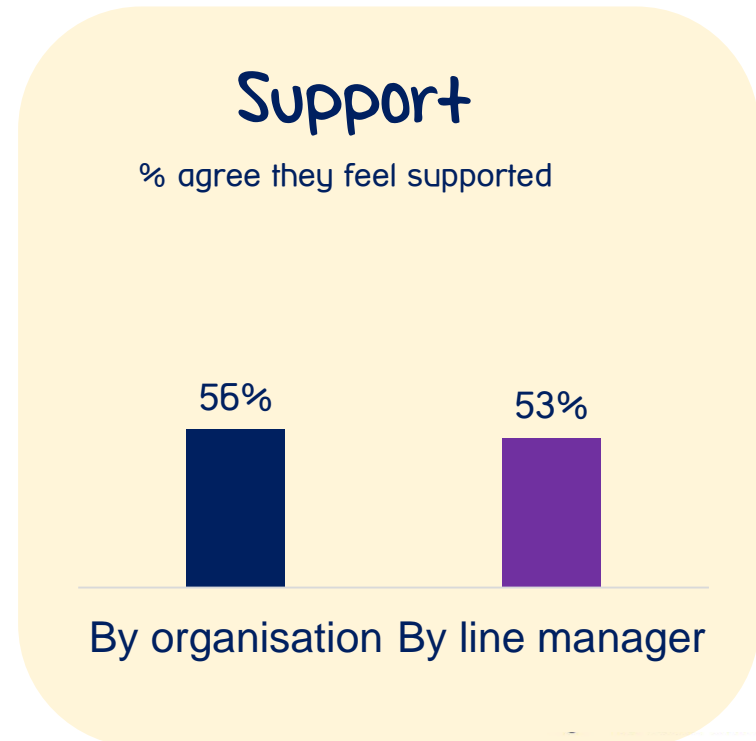
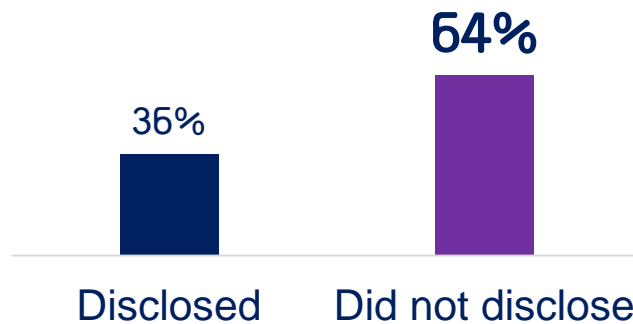
Mind's Workplace Wellbeing Index

- 1 Employees' mental health fluctuates
- 2 Employees don't necessarily tell managers about their mental health problems
- 3 Mental health still has some way to go to have parity with physical health
- 4 When people disclose mental health problems, their lives can improve. This needs to happen for everyone.
- 5 Some organisations still don't monitor staff wellbeing and mental health

Workplace Wellbeing in Investment Management



- Personal experience of poor mental health at current job
- Not experienced poor mental health at current job



How Mind can support



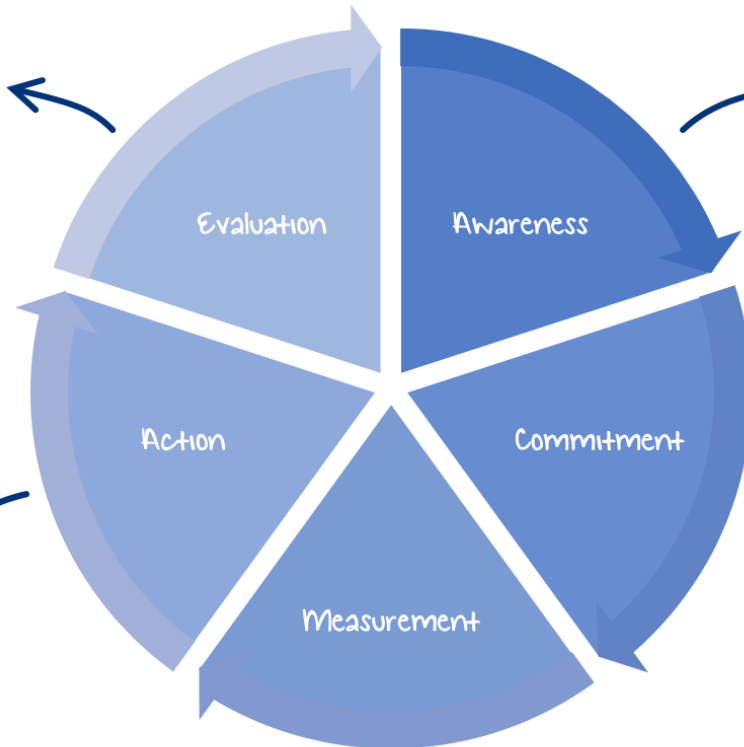
Supporting employers



Ongoing monitoring through the **Workplace Wellbeing Index** to establish gaps and continue building on awareness and action



Raise awareness of workplace mental health through **free information and resources** via our website, Mental Health at Work gateway and printed materials



Improve workplace wellbeing through **corporate partnership, action plans, training and consultancy**



Make a commitment to take action by signing the **Time to Change (or Blue Light TTC) Employers Pledge**



Audit current policy and practice in relation to staff mental health through the **Workplace Wellbeing Index**

Support for individuals

- Local Minds – counselling services, job retention services
- Elefriends - our online community
- Mind Infoline and Legal Advice Service
- Free resources for employees on managing their mental health at work



Any questions?

