Mental health issues in the workforce cost UK employers up to £42 billion a year. This includes:

- £8 billion in sickness absence
- £1 billion per year of sickness absence to the self employed
- £8 billion in replacing staff who leave their jobs because of their mental health

Three out of every five employees experience mental health issues because of work.

- 31% of the UK workforce have been formally diagnosed with a mental health issue
- Just 13% feel able to disclose a mental health issue to their line manager
- 91% of managers agree that what they do affects the wellbeing of their staff
- But only 58% of employees believe their line manager is concerned about their wellbeing

(Source: Deloitte Mental Health and Wellbeing in Employment Report 2017)
(Source: Business in the Community Mental Health at Work Report 2017)
## Actions for employers for good mental health in the workplace

1. **Make a commitment to mental health:**
   - Ensure senior level buy-in
   - Be visible to employees (e.g. sign Time to Change)
   - Have a senior Mental Health Champion
   - Engage and consult employees about the approach

2. **Build your approach:**
   - Understand the legal situation
   - Assess employee needs
   - Update policies, make plans to improve, and take action
   - Co-produce a plan with employees

3. **Create a positive culture:**
   - Support and value employees
   - Promote healthy behaviour at work
   - Reduce stress linked to work using HSE Stress Standards
   - Review (and redesign if necessary) job roles
   - Support social activities
   - Communicate about wellbeing

4. **Provide support and training:**
   - Share information freely
   - Recognise importance of line managers
   - Provide line manager training
   - Build into induction
   - Encourage dialogue at performance reviews

5. **Manage mental health:**
   - Pro-actively tackle the stigma
   - Openly discuss mental health
   - Support employees with reducing stress (e.g. adopt HSE management standards)
   - Signpost all information

6. **Provide the right support:**
   - Train managers to be confident with sensitive conversations
   - Be ready to make reasonable adjustments
   - Provide a confidential support service

7. **Help people to recover:**
   - Support employees back to work
   - Make adjustments
   - Use Fit for Work and Access to Work initiatives

8. **Go further:**
   - Regularly evaluate your approach
   - Share best practice with other employers

Download the full toolkit: [http://wellbeing.bitc.org.uk/mhet](http://wellbeing.bitc.org.uk/mhet)

(Source: Mental health toolkit for employers)