

MENTAL HEALTH AT WORK

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WHO WE ARE



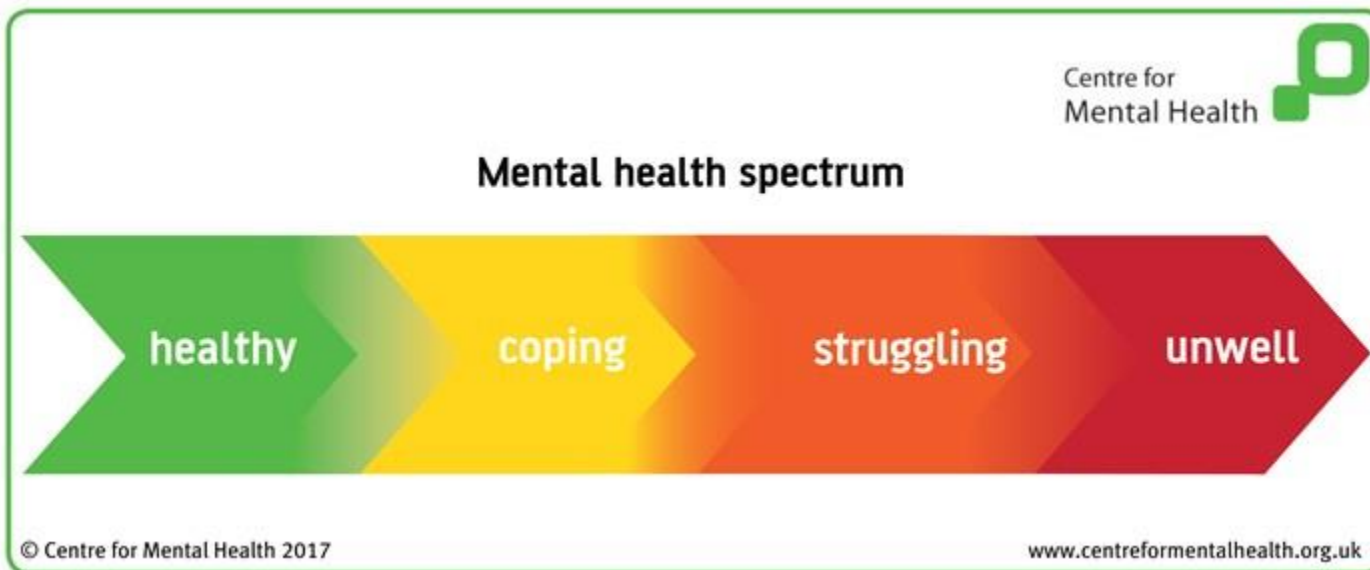
Centre for Mental Health is an independent charity.

We take the lead in challenging injustices in policies, systems and society, so that everyone can have better mental health.

By building research evidence to create fairer mental health policy, we are pursuing equality, social justice and good mental health for all.

MENTAL HEALTH SPECTRUM

- ⦿ We all 'have' mental health
- ⦿ We're all somewhere on this spectrum every day of our lives



MENTAL HEALTH AT WORK

- ⊙ About one worker in four will have at mental health difficulty at any time
- ⊙ Cost of poor mental health at work is £35bn UK wide (£1,300 per worker)
- ⊙ £21bn cost of 'presenteeism', £10bn sickness absence, £8bn turnover
- ⊙ Some of this is avoidable

DETERMINANTS OF MENTAL HEALTH

- ⊙ Good mental health can be 'created'
- ⊙ Balance between 'risk' factors and 'protective' factors
- ⊙ Risk factors can 'erode' mental health over time
- ⊙ Risk and protective factors are unequally distributed in society
- ⊙ Workplaces can provide both risks and benefits to mental health

PROTECTIVE FACTORS

- ⊙ Good start in life
- ⊙ Positive relationships & social connections
- ⊙ Enough money to live on
- ⊙ Safety and security

RISK FACTORS

- ⊙ Poverty and income inequality
- ⊙ Violence and abuse
- ⊙ Isolation and exclusion
- ⊙ Insecurity

HOW WORK CAN BOOST MENTAL HEALTH

- ⊙ Income & livelihood
- ⊙ Status in society
- ⊙ Purpose & role
- ⊙ Security
- ⊙ Community

WORKPLACE RISKS TO MENTAL HEALTH

- ⊙ Low-paid, insecure work
- ⊙ Poor working conditions
- ⊙ Unfair expectations and low control (stress)
- ⊙ Bullying
- ⊙ Unfair treatment or discrimination
- ⊙ Job-specific risks

THREE VITAL STEPS

- ⦿ Prevention:
 - Tackle workplace risk factors and boost protective factors
- ⦿ Early intervention:
 - Create open culture to encourage help-seeking and end the stigma
- ⦿ Support and management:
 - Enable people to recover without losing jobs
 - Provide support where possible
 - Make use of external support

ACTIONS FOR EMPLOYERS

Actions for employers for good mental health in the workplace



1. Make a commitment to mental health:

- Appoint a senior Mental Health Champion
- Become a member of the Greater Manchester Good Employment Charter
- Listen to employees' views and experiences



2. Build your approach:

- Understand the law
- Assess your needs
- Update your policies
- Create a mental health plan



3. Create a positive culture:

- Promote healthy activities
- Reduce work stresses
- Communicate about wellbeing



4. Provide support and training:

- Share information and policies
- Offer mental health training
- Support line managers



5. Manage mental health:

- Make it safe to disclose mental health difficulties
- Tackle causes of work-related stress



6. Provide the right support:

- Know how to respond when someone asks for help
- Signpost to external support
- Provide a confidential support service



7. Help people to recover:

- Support employees back to work
- Use Access to Work support



8. Go further:

- Measure success
- Keep reviewing your approach
- Share your learning with other employers

SOME QUESTIONS TO CONSIDER

- ⦿ What risk and protective factors are present in your business?
- ⦿ Would you feel ok to talk to your colleagues/manager about my mental health?
- ⦿ Are your managers equipped to respond well to someone in difficulty?
- ⦿ Do you know about the wellbeing of your workers? And does the board know how well you are doing?

REPORTS AND RESOURCES

- ⦿ GM Mental Health at Work Toolkit: <https://www.gmhsc.org.uk/wp-content/uploads/2021/04/gm-mental-health-toolkit-final.pdf>
- ⦿ Mindful Employer: <https://www.mindfulemployer.dpt.nhs.uk/>
- ⦿ Recovering at work: <https://www.centreformentalhealth.org.uk/publications/recovering-work>

FIVE GIANTS FOR MENTAL HEALTH

- ◎ Festival of Ideas: a series of events February to June 2023
- ◎ Focusing on Five Giants for Mental Health:
 1. Poverty and economic wellbeing
 2. Racial justice
 3. A good start in life
 4. Climate crisis
 5. Mental health services
- ◎ Join us online <https://www.centreformentalhealth.org.uk/>

ANY QUESTIONS? 

THANK YOU



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