

# Stress (anxiety and depression)

A few statistics

The HSE report over 15 million working days were lost last year through stress, depression and anxiety



# The British Association for Counselling and Psychotherapy



At least three in ten employees suffer from mental health problems (ranging from short-term depression to chronic conditions), costing businesses up to £1,000 per employee each year. Stress at work, a key driver of long-term absence, has more than doubled since the 1990s, with one in five workers having taken a day off sick for stress. Despite this, 15 million workers don't currently have access to mental health support at work.

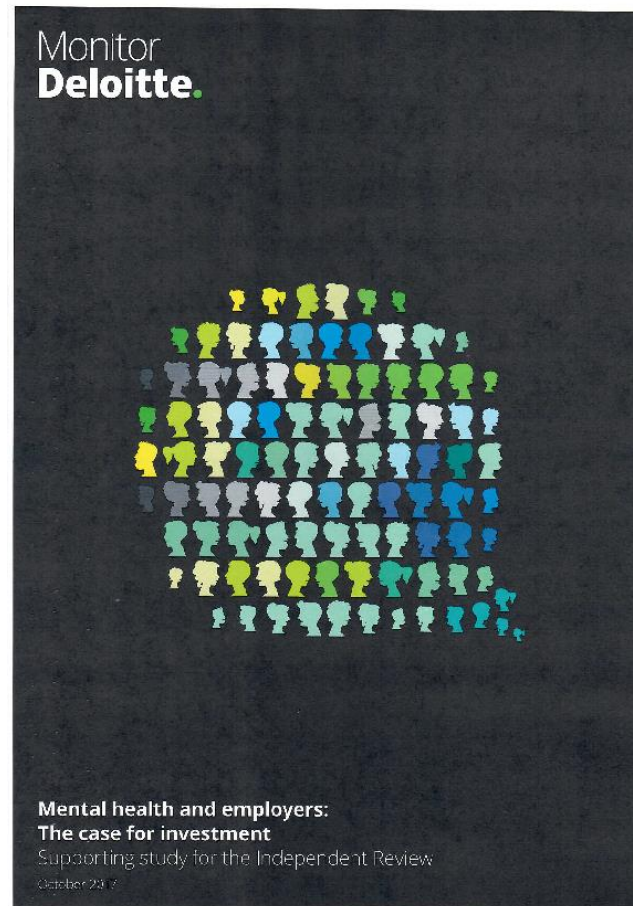
# Business in the Community (BITC) The centre for mental health



The Prince's  
Responsible  
Business Network

Research shows presenteeism for mental health is estimated to cost the economy £15.1 billion per annum.

Study by Deloitte found annual cost to business from poor mental health was between £33 and £44 billion as a result of less productive working practices due to presenteeism, and extra costs through sickness absences and staff turnover.



# Mental Health in the Workplace

## Investors in People, 2018



- The study found that Northern Ireland is the UK region with the highest level of employees who have identified feeling stressed at work, and that mental health is one of the main causes of absence from work, with 'work-related stress' being cited as the most common mental health condition causing absence.

# The Department of Health

## States

1 in 4 adults will be experiencing mental health conditions including schizophrenia, depression and bipolar disorder

# Thriving at work

The Stevenson / Farmer review  
of mental health and employers

The Stevenson/Farmer Independent review reported that each year 300,000 people with long-term mental health conditions lose their jobs.

The report also said that organizations that had taken proactive approaches to improve the mental health of their employees had shown a consistently positive return on investment



# Aon Benefits & Trends Survey in 2018 compares mental health-related issues across five key sectors

Aon looks at people trends (including wellbeing) revealed sector differences in the number of UK employers reporting employee stress and mental health-related illnesses. Of those employers surveyed by Aon the incident of employers that reported an increase in mental health-related illness in their workforces

82%	Legal and Professional Services sector
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78%	Technology sector
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62%	Finance sector
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50%	Manufacturing sector
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40%	Pharmaceutical sector
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Overall the UK figure of employers reporting an increase rose from 55% in 2017 to 68% in 2018

# The Caterer – The Mental Health Special Fighting back

- “Caterer” in the Hospitality Sector in 2018 asked its readers about their experiences of mental health in the industry. Of the respondents:
- 59% considered themselves to currently have mental health problems;
- 71% had experienced a mental health problem at some point;
- Of these, 51% had sought help or advice for it, and 56% said their employer was not aware of their mental health problems.

# Stress (anxiety and depression) Employer's Duties

Employers should be aware of:

- work-related mental health conditions, like work-related stress or anxiety;
- Pre-existing conditions which may be exacerbated by: a work stressor; depression; and/or a post-traumatic stress disorder, etc.

# Disability discrimination

- Employees with a mental health condition may be disabled under the Equality Act 2010 in England, Scotland and Wales

And

- In Northern Ireland under the Disability Discrimination Act 1995.

# Reasonable adjustments

- Duty to make reasonable adjustments to accommodate disabilities in the workplace - examples
- Change in practice
- Change in workload
- Extending flexible work policies
- Changes to working area
- Re-allocation of tasks

# Reasonable adjustments continued

- As long as a person has the right skills for a job there are no barriers to them being able to apply for, or perform that job role.
- Reasonableness relates to the employer's resources and whether or not it would be excessively disruptive to the business, staff or the role to make such changes
- There are benefits to both employers and employees in implementing the correct reasonable adjustments

# Where now?

- Protecting the mental health and wellbeing of employees is gaining momentum.
- Brexit makes it difficult to predict when any legislative change might occur
- The costs of not tackling health and wellbeing issues shouldn't wait for legislation
- Raising awareness amongst managers and wider employee populations in order to be able to “spot” signs earlier
- Example having Mental Health First Aiders and Champions are steps forward

# Raising awareness of mental health issues

## What employers may do now

The seminar is based on

- a fictitious case study/scenario
- Leeds Mind guiding us through adopting and adapting mindful employer techniques
- An organizations approach to wellbeing
- An occupational health practitioner's perspective
- A Trade Union's approach to supporting their members