



Managing mental wellbeing in the workplace

pib**** employee
benefits

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management



Since March 2020, working life has changed dramatically for almost all of us. Whilst some have had to adjust to working from home, others have faced long stretches of furlough or even unemployment.

Since we have responded to the pandemic in various ways, it is important for employers to review and consider how they support the mental wellbeing of their employees, particularly as restrictions change. Feelings of stress and anxiety may have been widespread during the pandemic, and some employees may be experiencing these as we move towards a new normal.

Why is this important for businesses?



Mental health illness caused 17.9 million lost days to the economy in 2019/20*.

Mental health conditions can also increase the likelihood of developing some musculoskeletal disorders. For example, people with depression are at greater risk of developing back pain**.

This can become a vicious cycle, as musculoskeletal conditions can also have a significant impact on mental health. Living with a painful condition can lead to anxiety and depression, and depression is four times more common among people in persistent pain compared with those without pain***.

Muscular Skeletal injuries caused 8.9 million lost days to the Economy in 2019/20*.



* <https://www.hse.gov.uk/statistics/dayslost.htm>

** <https://pubmed.ncbi.nlm.nih.gov/15711224/>

*** <https://publichealthmatters.blog.gov.uk/2016/01/11/preventing-musculoskeletal-disorders-has-wider-impacts-for-public-health/>



What can employers do?



Fostering employee wellbeing is good for the organisation and its people. Promoting wellbeing can help prevent stress and create positive working environments where individuals and organisations can thrive. Good health and wellbeing can be a core enabler of employee engagement and organisational performance.

Understanding the potential causes of work related stress is an important step towards managing employee wellbeing, and as an employer, you can reduce the risks through the use of the HSE's Management Standards; conducting risk assessments and taking action to minimise the risks identified.

Employee Wellbeing



To gain real benefit, employee wellbeing should be a priority within an organisation, embedded in its culture, leadership and people management.

There are several practical measures organisations can put into place to enhance employee wellbeing and support staff, including, but not limited to:

- > Introducing Employee Assistance Programmes (EAP) or counselling services
- > Support through income protection policies
- > Undertaking Mental Health First Aid training and having identified Mental Health First aiders
- > Use of the MIND Mental Health at Work resources, such as Wellness Action Plans
- > Signposting to support and helplines such as MIND and the Samaritans







Muscular Skeletal



Employers should be conducting:

- > Display Screen Equipment (DSE) assessments
- > Home working assessments – particularly with an increased number of home workers

Where a risk is identified, consider the following:

- > Musculoskeletal (MSK) out-patient pathways
- > In-patient options
- > Occupational health support

Wellbeing = Well Business



Good mental health at work and good management go hand in hand. Not only is it the right thing to do, but fostering employee wellbeing can also lead to:

- > Improved performance and productivity
- > Retained talent
- > Better staff engagement
- > Lower levels of leave through illness
- > Increased morale
- > Improved risk profile which increases prospects of favourable insurance terms
- > Reduced liability claims and insurance premiums
- > Improved company profile and reputation which can aid financial reporting and improve community and stakeholder perceptions







How can we help?



We can support you with the health, wellbeing and protection needs of your business.

Whether you need advice about employee benefits and reward strategies, health and safety risk assessment support or HR implications of this guidance, please get in touch. We would love to assist you.

Get in touch

For more information please contact:

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