



Mental health in the workplace

Practical advice for supporting your employees

Our role in mental health

Morgan Jones is an independent recruitment agency that provides temporary and permanent staff

As an employer of temporary staff, we have a duty of care to those who are on assignments with us

We are a member of a number of professional bodies that provide us the latest information and advice on supporting staff

We work closely with an HR advisory service who can provide our clients with further information



FS 559122



EMS 565096

Your obligations



Legal

Some (but not all) mental illnesses will be classified under the Equality Act meaning you may need to make reasonable adjustments in working conditions

Commercial

1 in 10 people have quit a job due to stress and 1 in 4 people will suffer with some form or mental health problem (source: Dept of Health)

Moral

Difficult to measure your moral obligation, but business leaders can take the 'lead' on mental health awareness and the effects can extend outside your business.



“

Beyond being the ethical thing to do, an employer who actively cares for the emotional, physical and social wellbeing of their workers can also expect tangible business benefits...

failure to appropriately support employees could cost businesses as much as £42 billion per year, with a cost to the entire economy amounting to £99 billion in lost output.

”

**Paul Devoy, CEO,
Investors In People**



The extent of the problem

80% Have experienced stress at work

Say stress at work has affected their home life **54%**

40% Would trust their manager with a mental health concern

Believe their workplace supports mental wellbeing **36%**

Source: Investors In People



The extent of the problem

Workload 40%

Poor 21%

Management

Challenging 12%

Targets

80%

Males 74%

83% Females

**N. Ireland, East
Midlands, North East
and East Anglia
have highest rates**



Five practical tips

1

Have a flexible plan in place

Think about what you can offer to reduce stress, increase flexibility or to help support your team

Flexible working hours and/or days

Time off for mental wellbeing

Allowances for gym memberships or other wellbeing activities

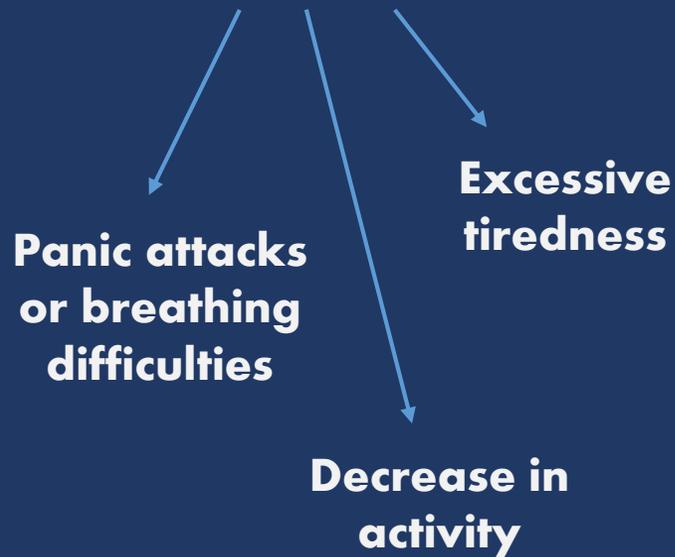
Team activities that encourage open dialogue



Five practical tips

2 Be aware of the warning signs

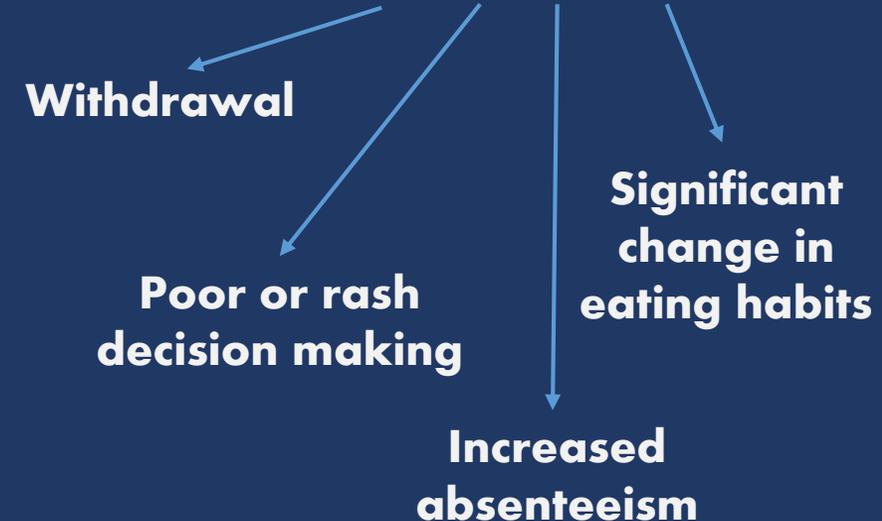
Physical



Psychological



Behavioural





Five practical tips

3 Train the right people



Training comes with a cost but the long term benefits can outweigh the initial investment



Identify the people within your business who can act as mental health 'advocates'



Ensure that employees know who they can speak to

Five practical tips



3 Train the right people

Recommended resources/training:

www.mind.org/uk/training-consultancy

mentalhealth-uk.org/training-and-consultancy/

mhfaengland.org

Five practical tips



4 Create a culture of understanding

There has never been more acceptance of the importance of mental health

Ensure that the right materials are distributed to your teams – awareness breeds understanding

Have regular informal catch ups rather than formal monthly or quarterly meetings – these meetings can help create an open channel of communication

Five practical tips



5 Know your limitations

The role of business is not to diagnose, treat or offer any medical/psychiatric advice

You should be alert to any significant changes in behaviour and have open communication. Seek outside help if the issue need escalating.

Summary

Mental wellbeing has become an issue that businesses can no longer ignore or push to one side

Taking a proactive approach can have an impact that extends outside of your business as well as a commercial benefit

Creating an informal culture of understanding is the most powerful way to help your employees

If you feel that mental health problems are putting someone at risk then you should seek external help



Additional Resources



Reading

Managing Mental Health in the Workplace, *Investors in People*, 2018

Mental Health at Work 2018 Summary Report – Seizing the Momentum, *The Prince’s Responsible Business Network*, 2018

Mental Health Conditions, work and the workplace, Health & Safety Executive

Support

NHS 111 in advanced cases

Helplines include:

Anxiety UK, Mind, Samaritans, ReThink Mental Health and Mental Health Foundation

Training courses from providers listed in slide 10



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For more information, contact jonathan@morganjones.net