

THE 6 COMMITMENTS TO MENTAL HEALTH AT WORK



The Deloitte [Mental Health and Employers Report](#) released in January 2020 revealed that the costs of poor mental health to UK employers have increased to £45 billion per year. This is made up of absence costs of around £7bn, presenteeism costs ranging from about £27bn to £29bn and turnover costs of around £9bn. This is an increase of about £6bn and 16% since 2017.

But it's not all bad news. The report also shows that employers receive an average return of £5 for every £1 invested in workplace mental health. The [Mental Health at Work Commitment](#) from Mind is a clear framework that guides how organisations should best invest their money, time and efforts in order to build an organisation that promotes and encourages workplace wellbeing.

Drawing from the government's [Thriving at Work](#) standards the commitment brings together best practice from the UK's top employers and experts. It lists six standards that organisations should follow to improve and support the mental health of their people.

ACTION

1. Prioritise mental health at work by developing and delivering a systematic programme of activity.

To make a sustainable, lasting difference to employee wellbeing you need a comprehensive mental health at work plan that is owned by the senior leadership in your organisation and has board-level accountability. Actions taken must facilitate routine monitoring of employee wellbeing and be responsive to their feedback to drive improvements.

£1716

average annual cost of poor mental health per employee*

Good health is good business.

CULTURE

2. Proactively ensure work design and organisational culture drive positive mental health outcomes.

This is about more than clever office design and break rooms. This is about responding to employee feedback on work design, conditions and company culture and ensuring that job design, organisational structure, working patterns and expectations all facilitate flexible working and fair work life balance for all your employees.

OPENNESS

3. Promote an open culture around mental health.

Create a culture which encourages openness by increasing awareness of mental health conditions and challenging the stigma surrounding mental ill health. Highlight the support that your company offers throughout the employee life cycle and encourage and equip your staff to have frank conversations about mental health at work.

27%

say that their mental health is affected by work**

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CAPABILITY

4. Increase organisational confidence and capability.

Equip employees to be alert to the signs of mental ill health and empower them to be able to manage their own wellbeing. This means ensuring that all staff are educated about mental health and that you clearly signpost to available support. Train and support line managers to handle all aspects of mental health in the workplace as a key element in an ongoing commitment to wellness.

9%

employees attended training focused solely on their mental health*

2/3 of employees struggling financially show signs of poor mental health that affect their ability at work.*

SUPPORT

5. Provide mental health tools and support.

Ensure that your staff know exactly where to go to find help when they need it. This could include a combination of in-house or external mental health support and signposting to clinical help such as occupational health, employee assistance programmes or the NHS. Consider providing targeted support to address issues such as burnout, productivity or financial wellbeing.

ACCOUNTABILITY

6. Increase transparency and accountability through internal and external reporting.

Solidify your ongoing commitment by identifying and stewarding key wellbeing measures for internal and external reporting, including through the annual report and accounts. Use robust external frameworks to measure organisational activity and impact, such as the [Business in the Community Responsible Business Tracker](#) and [Mind's Workplace Wellbeing Index](#).

62%

managers have had to put organisational interests above staff wellbeing*

Our vision is to enable good mental health and wellbeing in the workplace for all.

Established in 2017, Aurora Wellness is a mental health and wellbeing consultancy that delivers a range of personal development coaching programmes designed to strengthen your employees mental resilience and improve workplace productivity. Making good mental health and wellbeing an integral part of your corporate culture and encouraging your employees to engage with healthy wellbeing strategies is what we do best.

Contact us for help bringing the Mental Health at Work Commitment to life in your organisation.

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