

# 10 REASONS

# EVERY EMPLOYER SHOULD



# IN STAFF MENTAL HEALTH

## 1

### RETAIN SKILLS BY REDUCING STAFF TURNOVER

Almost a third (31%) of staff said that they would consider leaving their current role within the next 12 months if stress levels in their organisation did not improve.



### CUT SICKNESS ABSENCE

Mental health issues such as stress, depression or anxiety account for almost 70 million days off sick per year, the most of any health condition, costing the UK economy between £70-£100 billion per year.

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### REDUCE PRESENTEEISM

The annual cost of mental health-related presenteeism (people coming to work and underperforming due to ill health) is £15.1 billion or £605 per employee in the UK.



### DEMONSTRATE A COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Work-related mental ill health costs UK employers up to £26 billion every year through lost working days, staff turnover and lower productivity. However many business leaders still admit to prejudice against people with mental health issues in their organisation.

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### DECREASE LIKELIHOOD OF GRIEVANCE AND DISCRIMINATION CLAIMS FROM UNHAPPY STAFF

Grievances or more simply: 'concerns, problems or complaints that employees raise with their employers', are on the rise.



### ENSURE COMPLIANCE WITH LEGISLATION BY UNDERSTANDING THE LAW

If a mental health issue has adverse effects on someone's ability to perform day-to-day tasks, this is considered a disability protected under the Equality Act 2010. Employers have a duty not to discriminate and to make reasonable adjustments in the workplace.

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### ENSURE A HEALTHIER WORKPLACE

On average, employees take 7 days off work a year for health reasons and it is estimated that mental health issues account for 40% of this figure. Yet up to 90% feel unable to be honest about this being the reason for their absence.



60% of employees say they'd feel more motivated and more likely to recommend their organisation as a good place to work if their employer took action to support mental health and wellbeing.

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### IMPROVE STAFF MORALE



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### INCREASE STAFF ENGAGEMENT AND COMMITMENT

Dr Justin Varney  
National Lead for Adult Health and Wellbeing,  
Public Health England

Supporting mental health in the workplace is not just a corporate responsibility, staff who have positive mental health are more productive and businesses who promote a progressive approach to mental health can see a significant impact on business performance, so it's about good business too.



### OPTIMISE PERFORMANCE

There is a strong link between levels of staff wellbeing and performance. Taking a positive, proactive approach to mental health can help you grow your staff and your organisation.

## 10

To learn more about how employers can support the mental wellbeing of their staff, visit [mhfaengland.org](http://mhfaengland.org)

Find us on Twitter [@MHFAEngland](https://twitter.com/MHFAEngland) and on Facebook [facebook.com/MHFAEngland](https://facebook.com/MHFAEngland)

