

MEASURING THE IMPACT OF YOUR WORKPLACE WELLBEING STRATEGY



How healthy is your workplace now?

Understanding where you are on the journey towards a healthy organisation will set the stage for measuring the effectiveness of your investment in mental health.

FACTORS TO CONSIDER

How are mental health-related absences managed in practice? Are they handled the same way as other absences?

What support is available to your employees? How often is it accessed?

Is support offered proactively and early, engaging before the person goes off sick?

What percentage of sickness absence is related to mental ill health?

What policies and procedures are in place for managing absences?

TIP

Revisit this exercise regularly to gauge the impact of your wellbeing strategy and keep informing your policies and procedures.

Is mental health recognised as...



critical to managing business risk?



a boardroom issue?



essential for maximising business performance?



vital to safeguarding people responsibilities?

ATTITUDES TO MENTAL HEALTH

Employee surveys will give you a truer picture of the effectiveness and accessibility of any training and support available to staff. Make sure you understand views and experiences at all levels. There can be a disconnect between senior leaders' impressions of a supportive healthy workplace, and the reality for staff and line managers.

Example questions

Would you know where to go if you needed support with your mental health at work?

Would you feel comfortable speaking to your line manager about mental health if it was impacting upon your work?

For line managers:
How confident would you feel to support a member of your team struggling with their mental health?

TIP

If you are rolling out mental health skills training, our experience shows that trainee surveys will provide you with valuable data:

- Before training
- Directly after training
- At a six month follow up

This can help you to:

- Gauge whether they found the training worthwhile
- Evaluate improvements in attitudes and awareness around mental health
- Track whether they are applying their MHFA skills to support colleagues, identify patterns in circumstances, and evaluate the effectiveness of the outcomes

OTHER SOURCES OF DATA



SICKNESS ABSENCE AND RETURN TO WORK

When stigma is reduced, an initial increase in mental health-related absences is likely as people feel more able to disclose



MENTAL HEALTH FIRST AIDER CONVERSATIONS

Check in regularly with your Mental Health First Aiders, find out how often they are supporting colleagues and what the outcomes are. Look out for patterns across teams which could indicate underlying issues with management or workload



ATTRACTION AND RETENTION RATES

A supportive workplace is a more desirable workplace so you may see a rise in attraction and retention. In exit interviews, ask about wellbeing in the workplace



UPTAKE OF SUPPORT

Track numbers of people accessing Employee Assistance Programmes or other organisational supports. Increased utilisation of EAP means people are proactively seeking treatment, enabling swifter recoveries

To find out more, or to book Mental Health First Aid training for your organisation, visit:
mhfaengland.org/organisations

For more detailed guidance on measuring wellbeing at work, see the report for the City Mental Health Alliance:
'What is good mental health in the city and how do we measure it?'



MHFA England