

Why Employee Health and Wellbeing Matters in Business

The Prevalence and Cost of Poor Mental Health to UK Businesses

17.9 million

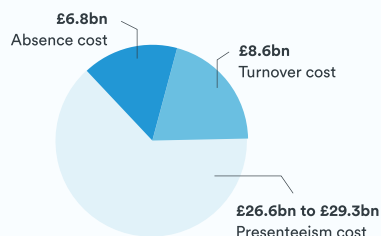
working days lost per year to work-related stress, depression or anxiety ^[1]

£84 billion

estimated cost in reduced productivity by 2025 ^[4]

1 in 6 of UK

employees have symptoms of a mental health problem ^[3]



Poor mental health among employees costs UK employers

£42bn – £45bn each year ^[2]

56% of employees

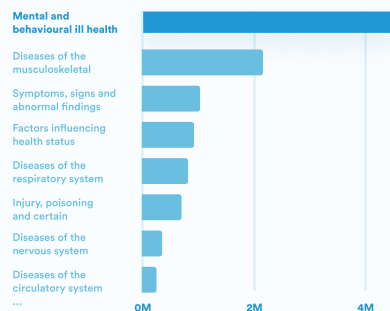
would not feel comfortable talking to a line manager about their mental health ^[2]

Only 24% of managers

have received some form of training on mental health at work ^[3]

£2,605 cost per UK employee in reduced productivity and absenteeism per year for mental health and musculoskeletal conditions by 2025 ^[4]

Reasons people give for not being able to go to work



Source and Original Credit: NHS Digital Information and Public Services - March 2020

1 in 3

Nearly **one third** of fit notes issued by GPs were for ill mental health; making psychiatric problems the most common reason for people to take time off work ^[5]

The Legal Risk of Avoiding a Proactive Approach to Mental Health

All employers, by law, have a legal responsibility under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999 to do all they reasonably can to support the health, safety and wellbeing of their employees. A breach of this obligation may give rise to a personal negligence claim, as well as an action for breach of contract.

Such claims could significantly impact your bottom line:

Constructive Dismissal

Up to **1 year** salary plus the equivalent of a redundancy payment

Legal costs

Average: **£10,000** +VAT

Worst Case: **over £100,000** +VAT

Discrimination

Uncapped awards



Elissa Thursfield,

Director and Head of Employment Law at Gamlins Solicitors, highlights the frequency and upward trend in claims being brought on the basis of mental health issues, and offers her expert advice for employers in taking a proactive approach to employee mental health and wellbeing.

“There has certainly been a noticeable upward trend in respect of disability discrimination claims being brought on the basis of mental health issues, most commonly in our experience relating to **stress and depression often citing workplace issues**. Tribunal statistics show an increase in disability discrimination claims over the last 2 years. However, in practice and as solicitors advising daily to businesses, we have seen that **stress at work and mental health issues are cited in almost every grievance and have featured in all but one tribunal case that we have dealt with over the last 12 months**.

Given the strain on individuals, families and businesses with the COVID-19 pandemic we are **expecting even further increases in claims relating to mental health**. This means that it is crucial for employer to be proactive, engaging properly with employees and going beyond simply an Equal Opportunities Policy. Consider workplace champions, mental health first aiders, educational/informative sessions or **partnering with an organisation that can support you and your employees with measures that can make a real difference to your workplace.**”

The ROI of Proactive Mental Health Support

As discussed, employers have a moral and legal obligation to do all they reasonably can to support the mental health and wellbeing of their employees. However, there is also a financial case in favour of employers investing in mental health.

For every £1 spent on mental health initiatives, employers will see an ROI of £5^[2]

ROI increases to nearly 11:1 when interventions focus on preventative large scale initiatives, and on using technology to increase uptake by reducing stigma^[3]

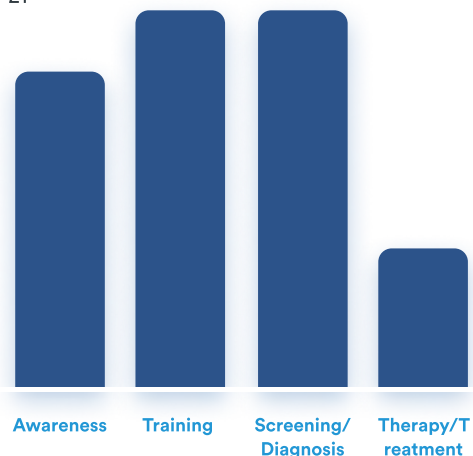
Save £1,131 per UK employee per year by investing in early interventions at work^[4]

Manager mental health training programmes could lead to a significant **reduction in work-related sickness absence, with an associated ROI of £9.98 for every £1 spent** on such training^[5]

The most effective programmes are those that are embedded in the organisation over the long-term and offer a broad spectrum of interventions^[2]

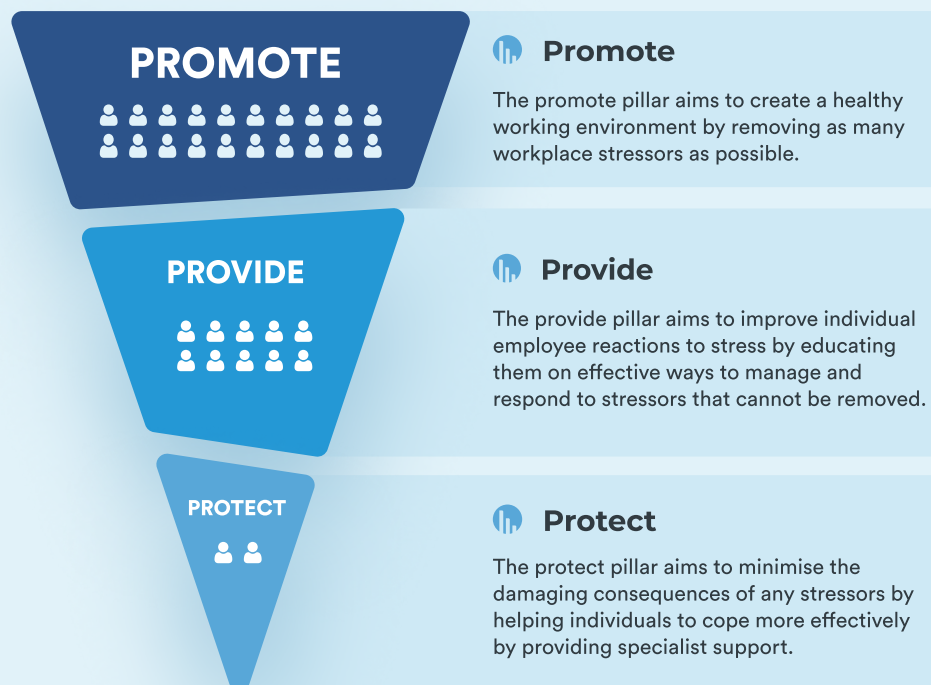
Average ROI by type of intervention

n=21



Using the Everymind at Work Approach to Mental Health and Wellbeing to Increase Your ROI

At Everymind, our approach to mental health echoes the requirements of the employers' duty of care. Our use of technology reduces the stigma around mental health in your organisation, increasing uptake and allowing the collection of key data anonymously. We partner with our clients, to create a proactive, embedded and long-term wellbeing strategy which is based on our three wellbeing pillars: promote, provide and protect.



If, as an employer, you have initiatives in each of these three pillars, you are likely to be fulfilling your duty of care to your employees and thus preventing the likelihood of an employee needing crisis support.