

Managing Mental Health in the Workplace

Support your employees – and save money – with proactive interventions



Mental health-related absences are costing UK businesses £7.9 billion every year – and that's just the effect of your employees not making it into work.

According to AdviserPlus research, 30% of all sick days are related to mental health, yet 79% of HR professionals believe management still don't take it seriously¹. This sentiment seems to be echoed by the employees, too – a recent study by Deloitte² found that 35% of employees hadn't approached anyone for support the last time they were struggling.

This indicates that they either don't feel comfortable discussing mental health with their managers – or they don't think they'll get the support they need.

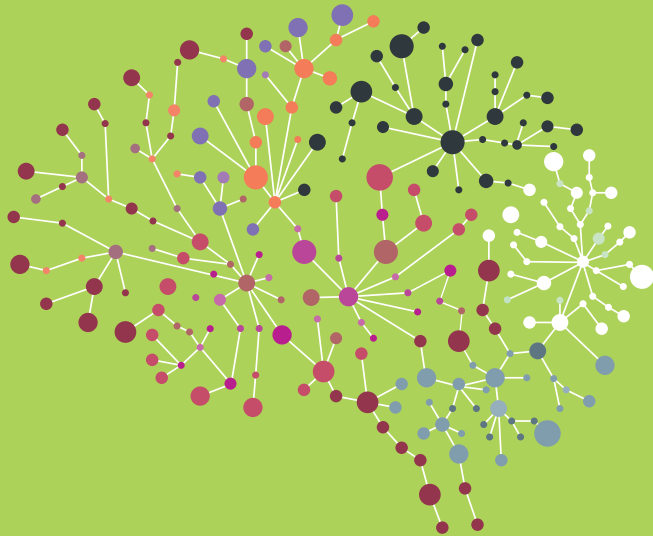
If they're to protect their employees – and their business – organisations need to help managers identify the early warning signs of mental health problems such as stress or depression, and make proactive interventions to help employees stay healthy and in work.

By training your managers to proactively manage mental health issues you can:

- **Improve morale and ensure employees feel supported**
- **Help employees return to work faster**
- **Increase managers' confidence and credibility**
- **Cut operating costs and boost profitability**

only **22%** *of managers have received specific training for supporting employees' mental health.*

Proactive mental health support can deliver an annual return on investment of **£380 per employee**



The Proactive Approach



Weekly calls with our dedicated support team



A case management system helps gather case data and drive resolutions



Secure, online case note storage provides specific guidance



A full report, including objectives, outcomes and ROI analysis lets you quantify your success

Targeted mental health support at the Post Office

When the Post Office found that **25% of its employee absences were mental health-related** it worked with AdviserPlus to build a new approach to supporting its employees, aimed at increasing engagement with its MyHR Help service.

With managers now trained specifically in early intervention techniques for mental health, Post Office has already saved **£1.4 million in just one year** by reducing mental health related absence.



Proactive Mental Health Support with AdviserPlus

We're a Disability Confident Leader, with specialist advisers who've trained as Mental Health First Aiders to support organisations like yours with mental health management.

Post Office saved £1.4 million in a single year by reducing mental health-based absences

When it comes to looking after your people's mental health, early intervention is key.

We'll coach your managers in how to deliver timely, sensitive interventions with your employees as soon as their absence begins – and then encourage contact at the second, third and fourth week of absence as needed.

That way, your employee feels supported throughout – and you have a realistic picture of when they're likely to return to work.

If you need to refer the case to a third-party, such as your occupational health provider, we'll help your managers identify the right time to make the referral.

Let's get started

If you want to take a more proactive approach to supporting your people's mental health, we've the skills and tools you need. Talk to one of our experts today by dropping an email to info@adviserplus.com or call us on 0844 327 2293.

¹ The AdviserPlus Mental Health Report 2018

² Deloitte Workplace & Mental Wellbeing Report