



THE WORKPLACE  
**WELLBEING  
CHARTER**



# **Mental Health** in the Workplace

A GUIDE FOR EMPLOYERS



Stress and mental health conditions are among the leading causes of absence and reduced productivity across the country and can affect any staff member.

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## Mental Health Commitment Standards

Stress and mental health conditions are among the leading causes of absence and reduced productivity across the country and can affect any staff member. Our standards are endorsed by Rethink Mental Illness as a best-practice framework to help workplaces address these issues by reducing stigma, offering support, providing information and training, assessing risk and developing strategies. Adopting the standards of the Charter helps create an environment to keep staff healthy and happy and performing at their best.

Promoting wellbeing at work through personalised information and advice, a risk-assessment questionnaire, seminars, workshops and web-based materials will cost approximately £80 per employee per year. For a company with 500 employees, where all employees undergo the intervention, it is estimated that an initial investment of £40,000 will result in a net return of £347,722 in savings, mainly due to reduced presenteeism (lost productivity that occurs due to an employee working while ill) and absenteeism (missing work due to ill health).<sup>2</sup>

Economists from the University of Warwick found happier employees are more productive at work.

"We have shown that happier subjects are more productive, the same pattern appears in four different experiments. This research will provide some guidance for management in all kinds of organisations, they should strive to make their workplaces emotionally healthy for their workforce."<sup>3</sup>

**Mental health is defined as a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.<sup>4</sup>**

### Sources

1. HSE statistics, Labour Force Survey. 2. Mental Health Foundation, Mental Health in the Workplace, from Knapp, M., McDaid, D., & Parsonage, M. (2011). Mental Health Promotion and Mental Illness Prevention: The Economic Case. Retrieved 3. Happiness and Productivity' by Andrew J Oswald, Eugenio Proto and Daniel Sgroi, University of Warwick (2015) 4. World Health Organisation