

# 4warned

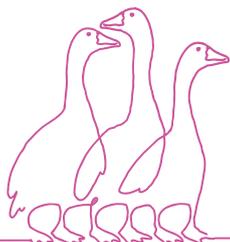
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## Mental health and wellbeing at work

**Did you know that mental ill health accounts for 12.5 million lost working days per year and costs UK employers between £33 billion and £42 billion per annum (Deloitte 2017)?**

With mental ill health now the main reason for staff absence in the UK and accounting for 1 in 3 GP appointments, there is a real drive for early intervention to prevent individuals reaching crisis.



### How do we define mental health?

The World Health Organisation (WHO) defines mental health as *'a state of mental and psychological wellbeing in which every individual realises his or her own potential, and can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.'*

Everyone has mental health, and like physical health, mental health varies by individual and can fluctuate over time, but for some, mental ill health can affect their ability to live and work productively.

Mental health is determined by a range of socioeconomic, biological and environmental factors; as well as work-related stressors that can be triggered by workload, lack of managerial support or organisational change.

### What can an employer do about mental health?

Offer a range of activities to support an individual's personal circumstances such as:

- Awareness-raising
- Trained mental health first aiders (MHFA)
- Promoting a positive and open organisational culture around mental health
- Preventative activities to support individuals to cope in difficult circumstances
- Reactive support

Taking preventative, proactive steps to create a healthier and happier workforce has proven direct benefits including:

- Reduced workplace sickness
- Increased productivity
- Improved customer service

**To find out more about the range of courses and support 4see can provide on this subject, please call us on 01327 811166.**

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