

# Mental Health: What's the real impact on businesses?

If you're a HR professional or responsible for the wellbeing of people at work, it's vital to understand the consequences of negative mental health to both individuals and the wider workplace. Safety & Health Expo, in partnership with SHP Online, has created this infographic to give you a snapshot into how neglecting mental health and wellbeing can be damaging in the health and safety industry and beyond.

See a selection of statistics which highlight the problems caused by negative mental health in the workplace – as well as solutions from advocates of positive mental health from around the industry.

## ISSUES

### POOR MENTAL HEALTH COST £33-42 BILLION

Last year's Stevenson/Farmer review of mental health and employees showed that poor mental health can cost companies between £33 billion and £42 billion a year.

[www.shponline.co.uk/bupa-mental-health/](http://www.shponline.co.uk/bupa-mental-health/)

**4/10 WORKERS  
EXPERIENCE MENTAL  
HEALTH ISSUES**

A YouGov study discovered that 4 in 10 workers had experienced mental health issues in the workplace. But more than half (52%) of those who had experienced symptoms had not discussed it with their employer.

[www.shponline.co.uk/majority-uk-workers-wear-mental-health-monitoring-device/](http://www.shponline.co.uk/majority-uk-workers-wear-mental-health-monitoring-device/)

### 48% FELT EMOTIONALLY DRAINED

Almost half (48%) of all the officers surveyed for the annual 'National Detectives Survey' said they found their work either very or extremely stressful.

A large majority (80%) said their job was stressful because the nature of the work was high-risk, while 71% said it was emotionally demanding and around two thirds (64%) said it was because they were exposed to traumatic or distressing incidents.

And these numbers are on the rise: 48% said they felt emotionally drained from work either most of, or all of the time, compared to 38% in 2015.

[www.shponline.co.uk/thin-blue-line-mental-health-police-force/](http://www.shponline.co.uk/thin-blue-line-mental-health-police-force/)

### ONLY 12% THOUGHT THEY HAD ADEQUATE TRAINING

A report by the Scottish Association for Mental Health (SAMH) found:

Only 12% of the 3,000 teachers who responded to the survey said they felt they had adequate training in mental health and two third (66%) said they had not received sufficient training to allow them to do their job properly.

Only one in 100 responses recalled doing detailed work on mental health when they were student teachers.

And 45% of teachers have never undertaken any continuous professional development (CPD) in mental health.

[www.shponline.co.uk/survey-shows-lack-lack-mental-health-training-among-scottish-teachers/](http://www.shponline.co.uk/survey-shows-lack-lack-mental-health-training-among-scottish-teachers/)

## SOLUTIONS

"Understanding the barriers to discussing mental health in the workplace is the key to improving the quality and quantity of these conversations," said Legal & General's chief executive, Nigel Wilson.

[www.shponline.co.uk/lack-of-education-holding-back-mental-health-discussions/](http://www.shponline.co.uk/lack-of-education-holding-back-mental-health-discussions/)

**UNDERSTANDING  
BARRIERS TO DISCUSSING  
MENTAL HEALTH IN THE  
WORKPLACE IS KEY**

"Mental health is one of the biggest people issues that businesses – big and small – face today," said the chief executive of Bupa Insurance UK, Alex Perry. Ensuring your employees have easy access to the right support and care when they need it is an essential step for businesses.

<https://www.shponline.co.uk/bupa-mental-health/>

**BUSINESSES THAT GO WITH  
BUPA CAN BE CONFIDENT THAT  
THEIR PEOPLE CAN HAVE  
ACCESS TO THE RIGHT  
SUPPORT**

Defence Secretary Gavin Williamson has also agreed to spend an extra £2 million a year for the next decade to improve mental health services in the Armed Forces, on top of the £20 million a year already committed.

"Mental illness caused by life on the battlefield can have a devastating impact on our brave heroes and their families," said Mr Williamson. It's a key area for investment.

[www.shponline.co.uk/mod-launches-mental-health-helpline-troops/](http://www.shponline.co.uk/mod-launches-mental-health-helpline-troops/)

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TO IMPROVE MENTAL HEALTH**

Mental health has an impact across all industries.

"A new action plan will set out how government, sports and mental health organisations can work together to give athletes the right support before they reach crisis point," said sports and civil society minister, Tracey Crouch.

[www.shponline.co.uk/new-mental-health-action-plan-help-athletes/](http://www.shponline.co.uk/new-mental-health-action-plan-help-athletes/)

**SPORTS AND MENTAL  
HEALTH ORGANISATIONS  
CAN WORK TOGETHER**