

WHY BUSINESSES SHOULD INVEST IN MENTAL HEALTH & WELLBEING IN THE WORKPLACE

Mental health and wellbeing have become increasingly important topics in recent years, and it is imperative that organizations take an active role in supporting the mental health of their employees. In the UK, stress, anxiety, and depression are the leading causes of work-related ill health and long-term absence, with an estimated 15.4 million working days lost in 2019 due to work-related stress, depression, or anxiety.

The Business Case:

Increased Productivity and Employee Engagement: Supporting the mental health and wellbeing of employees leads to higher levels of job satisfaction and engagement, which can in turn increase productivity. Studies show that employees who feel supported in their mental health are more likely to be motivated, take fewer days off, and be more committed to their work.

Improved Employee Retention: When employees feel that their mental health is valued and supported, they are more likely to stay with the company. Implementing mental health and wellbeing initiatives can also help to create a positive workplace culture that attracts new employees.

Financial Benefits: Addressing mental health in the workplace can result in cost savings for companies, including reduced absenteeism and improved productivity. Research suggests that for every £1 invested in mental health initiatives, companies can expect a return of £5 in terms of reduced absenteeism and increased productivity.



Legal Compliance: The UK has specific legislation, such as the Health and Safety at Work Act, that requires employers to take steps to protect the health and safety of their employees. Failing to address mental health in the workplace can result in legal action being taken against the company.

Improved Reputation: Companies that prioritise the mental health and wellbeing of their employees are more likely to be viewed positively by customers, investors, and the general public. This can result in increased brand loyalty and a competitive advantage.

Conclusion:

Introducing mental health and wellbeing initiatives to the workplace is not just a matter of corporate social responsibility but also a smart business decision. Companies that prioritise the mental health and wellbeing of their employees will benefit from increased productivity, improved employee retention, cost savings, legal compliance, and a positive reputation.

