



Mental Health at Work: successes and challenges

Sarah Merrington, Head of Mental Health at Work – Mind

28 Feb 2023

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AT WORK**

This presentation

Focus on employer level changes – the environment

- Who is the Mental Health at Work programme and where did this come from?
- The Mental Health at Work Commitment and products
- Successes and challenges for the programme
- Your next actions...



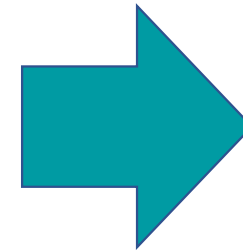
Mental Health at Work Leadership Council

- Senior level stakeholders with an ability to influence, bring networks and funding
- Working in partnership across sectors
- Mind as the curator
- Employers and government together for positive dialogue and action
- Demystify mental health in the workplace through support for employers to navigate information and resources

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Leadership Council

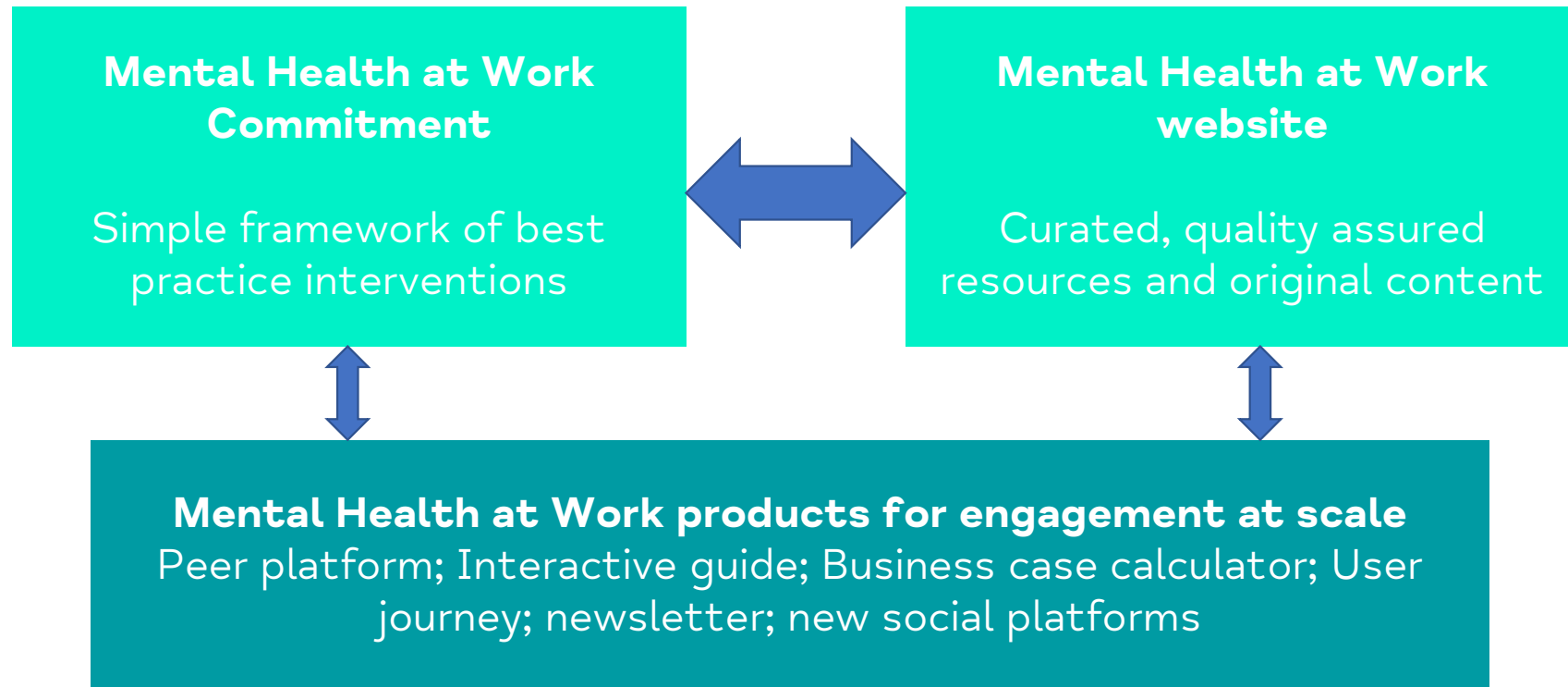
- Demystify mental health in the workplace through support for employers to navigate information and resources so they can:
 1. Improve working **policies, practices and culture** within organisations
 2. Build mental health **literacy**, enabling people to improve their working lives
 3. Reduce mental health **stigma** in the workplace



Positively impact mental health of UK workers

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MHAW features



The Mental Health at Work Commitment

- Built on the Thriving at Work recommendations - a simple framework for organisations to support the mental health of their people
- Embedding best practice across [six evidence based standards](#):

Prioritise mental health in the workplace by developing and delivering a **systematic programme** of activity

Proactively ensure **work design and organisational culture** drive positive mental health outcomes

Promote an **open culture** around mental health

Increase organisational **confidence and capability**

Provide mental health **tools and support**

Increase **transparency and accountability** through internal and external reporting

MHAW Website

- Mental Health at Work website makes navigating the mental health landscape easy through:
 - Original content including a range of tips, ideas, and thought pieces on workplace mental health
 - A growing curated database of over 450 resources from a wide range of providers

1,169,793 Unique visitors since launch

WHO guidelines highlight importance of mental health interventions at work

Category: Resource spotlight



Beckett Frith
Senior Content Officer, Mental Health at Work

Reading time: 8 mins

The World Health Organisation (WHO) has today released [their recommendations](#) for employers to help them better support the mental health of their employees.

These evidence-based guidelines include advice on helping organisations to provide staff training, feel confident offering individual and group interventions, and challenging stigma in the workplace.

Mental health conditions cost the global economy around \$1 trillion each year

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MHAW Commitment

- At of end 2022, **2226 organisations** have signed the Commitment since launch.
- Representing a running total is **4,441,081** UK employees
- Rapidly growing our reach to SME's which now make up 65.8% of all signatories

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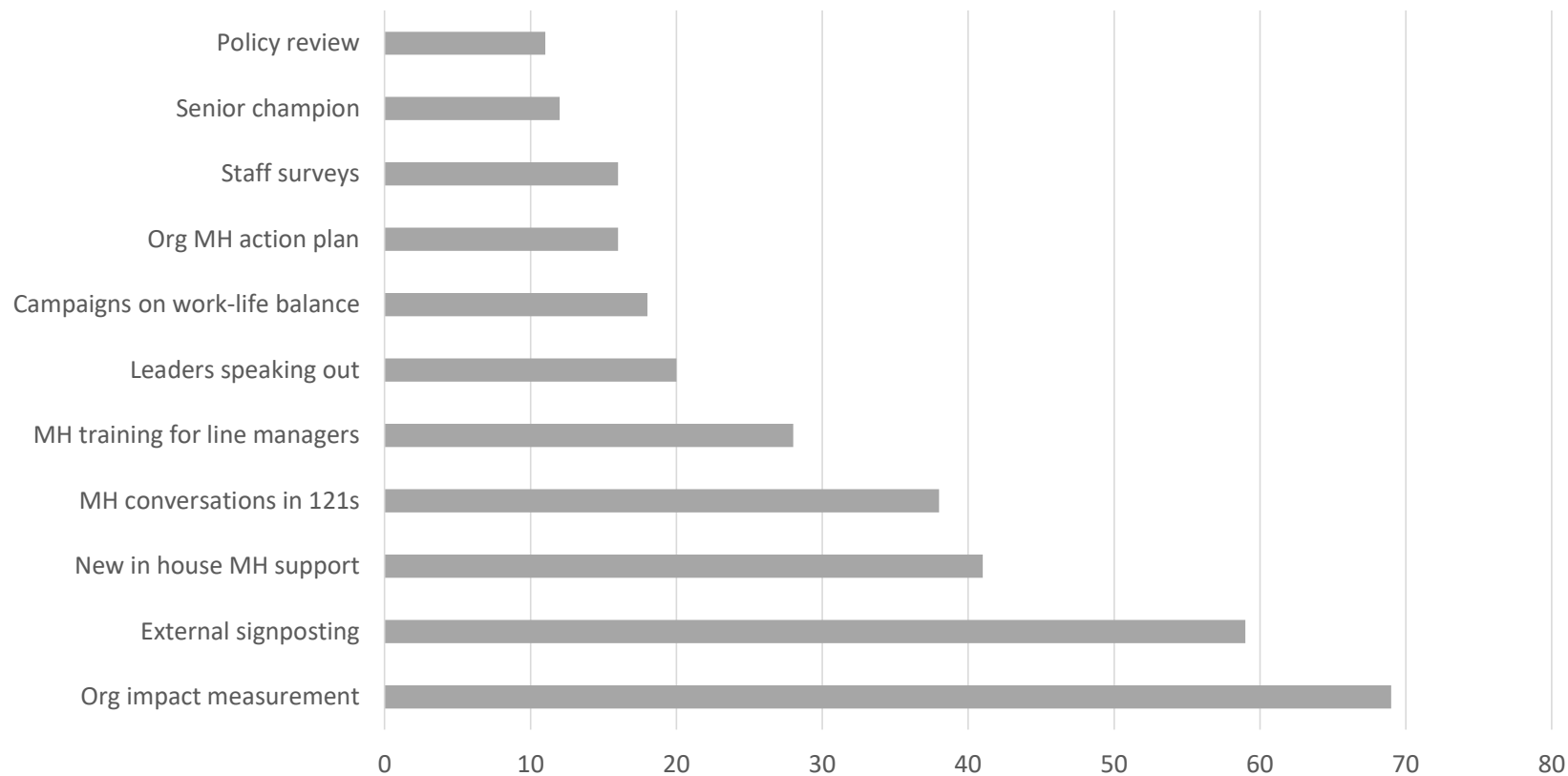
Mental Health at Work Commitments (2021)

- 89% felt capable of implementing the Commitment.
- Among SMEs, 85% would describe themselves as being capable, however 12% would describe themselves as being incapable.

Tailored consultancy	Support with action planning	Regular comms	Peer support
Case studies	Podcasts and videos	Webinars and events	Guidance documents

What had been implemented (2021)?

MHAW Commitment actions implemented – percentage of organisations



Our new support packages

- **Interactive business case calculator** to support employers to justify a focus on mental health (Spring 23)
- **Interactive and tailored guide** laying out steps to take and resources to draw on to help them achieve the Commitment (Stage 1 – size & journey stage: Summer 23; Stage 2 - sector: Autumn 23)
- **Peer to peer** best practice platform so employers can help each other (pilot this month; roll out Spring 23)
- Automated **user journey** to keep things moving (Spring 23)

Successes

- The business case does back up the moral need: recruitment and the retention
- Interest is growing all the time – over 50 new orgs/month signing up including significant sign up from SMEs
- Model that allows for change at scale through accessible and expert online support
- Flexible to follow and use in the way they need – not an accreditation
- First sector wide commitment – Blue Light
- Considering the self employed – partnership with Simply Business
- Regionalised pilots – Mental Health Productivity Pilot in the Midlands providing choice to the employer

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Challenges

- Framework and information is not enough in isolation – individual support for people with MH conditions is still needed
- Lack of funding and central promotion – backing behind one simple system to further reach employers at scale
- Long term well funded impact data collection
- From raising the ceiling to raising the floor: regulation vs incentivisation
- Hard to reach sectors – creating the networks

Next steps for you...?

Sign up to the
MHAW
Commitment

Sign up to the
MHAW
newsletter

Midlands
region – talk
to MHPP team

Connect with
us about
reaching your
sector or area

Raise
awareness of
your story
with us

Emergency
service – visit
Blue Light
Together

Key contacts

Website:

Mental Health at Work: www.mentalhealthatwork.org.uk

Emergency Services Sector: www.bluelighttogether.org.uk

Midlands engine region: www.mhpp.me

Head of Mental Health at Work: Sarah Merrington; s.merrington@mind.org.uk

General enquiries: mentalhealthatwork@mind.org.uk



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