INVESTING IN EMPLOYEE'S WELLBEING AND MENTAL HEALTH
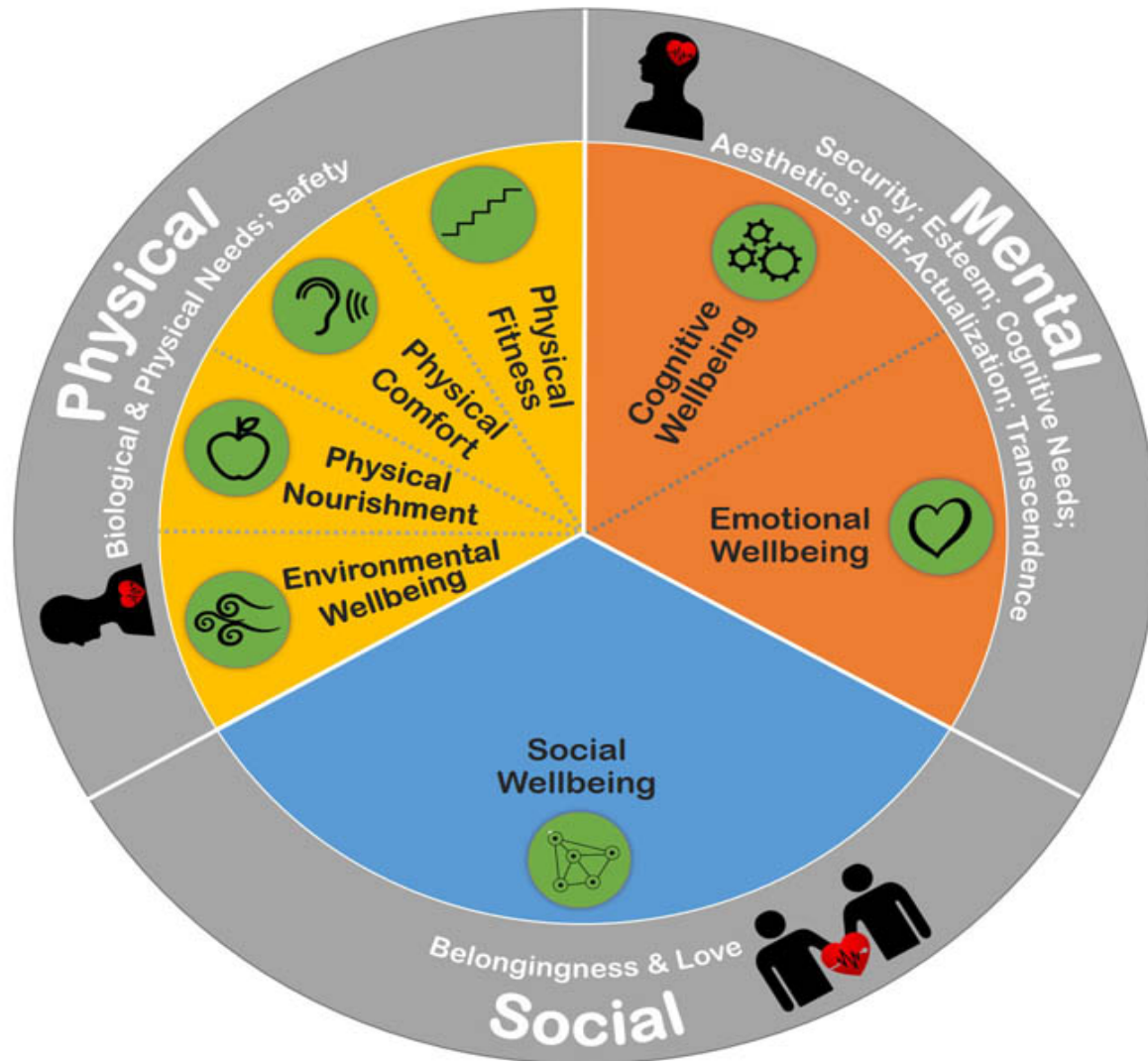
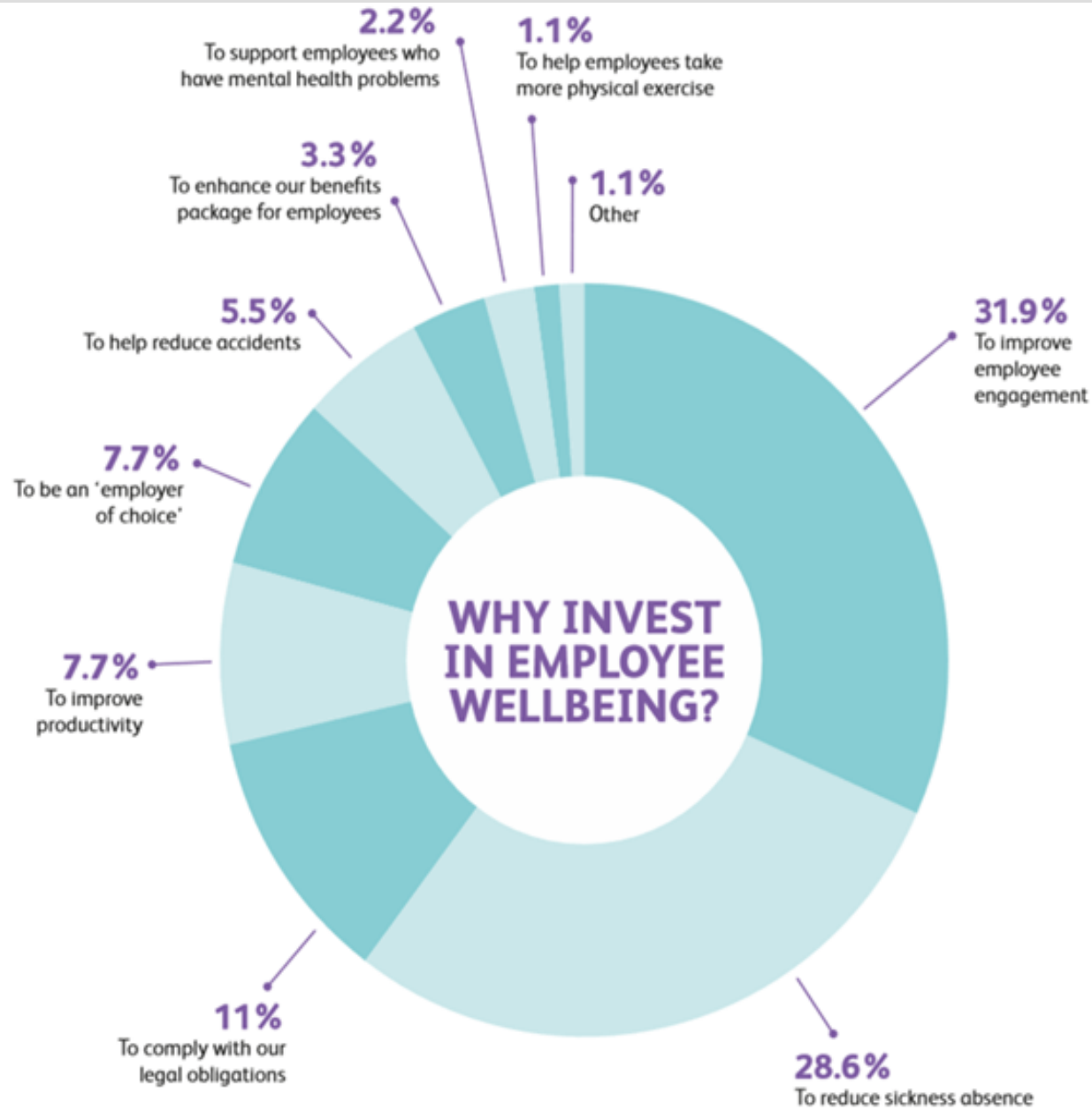## MARCH 11, 2021

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EMPLOYEES' WELLBEING

employees' duties, expectations, stress levels and working environments **affect their overall health and happiness**.

less tangible factors, employees' mood and cognition.

3 DOMAINS

WHY INVEST IN EMPLOYEE WELLBEING?

2.2% To support employees who have mental health problems

1.1% To help employees take more physical exercise

3.3% To enhance our benefits package for employees

1.1% Other

5.5% To help reduce accidents

31.9% To improve employee engagement

7.7% To be an 'employer of choice'

7.7% To improve productivity

11% To comply with our legal obligations

28.6% To reduce sickness absence

MAKE uk
The Manufacturers' Organisation

HOW TO INVEST

1. Get support from the leaders/executives
   - leaders should be the role model

2. Make a survey
   - Identify and understand their fears, needs, problems, concerns, etc.)

3. Create a wellbeing program based on the survey feedback

4. Define goals

- Eg. reduce absenteeism due to COVID-19 anxiety (e.g. implement work from home set-up, promote COVID-19 related awareness/updates webinars)
- Eg. increase open communication (ensure accessibility/availability of communication channels)

5. Implement the wellbeing program and reach out

6. Promote the program by communicating the benefits

7. Get the managers on board
- Network with the team members
- They should encourage empathic and open conversations

8. Continuous encourage employees to participate and solicit ideas

9. Measure the impact
- Reporting
- Assess the effectiveness

MENTAL HEALTH

- It is more than the absence of a mental disorder (World Health Organization, 2001).

  - subjective well-being
  - perceived self-efficacy
  - autonomy
  - competence
  - achievement of one's intellectual and emotional potential

With Good Mental Health

- feel well
- tolerate pressure
- adapt to changing circumstances
- enjoy rewarding personal relationships
- work according to their abilities
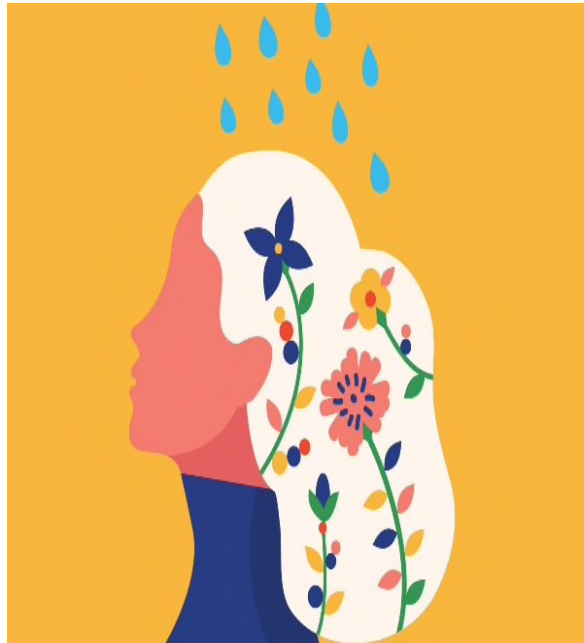
- Work produces personal and health benefits, while the absence or loss of work can potentially damage a person's mental health (Huxley, 2001).

- Work affects a person's mental health, while in turn an employee's mental health affects the workplace.

"The development and implementation of a workplace mental health policy and programme will benefit the health of employees, increase productivity for the company and will contribute to the wellbeing of the community at large."

PUTTING IN PLACE A MENTAL HEALTH POLICY

Step I: Analyzing mental health issues

Step II: Developing the policy

Step III: Developing strategies to implement the policy

Step IV: Implementing and evaluating the policy

UNDERSTANDING MENTAL HEALTH PROBLEMS

- symptoms associated with a mental disorder, but which are ***not of sufficient severity to be diagnosed as a mental disorder.***
  - distress
  - feelings of not coping
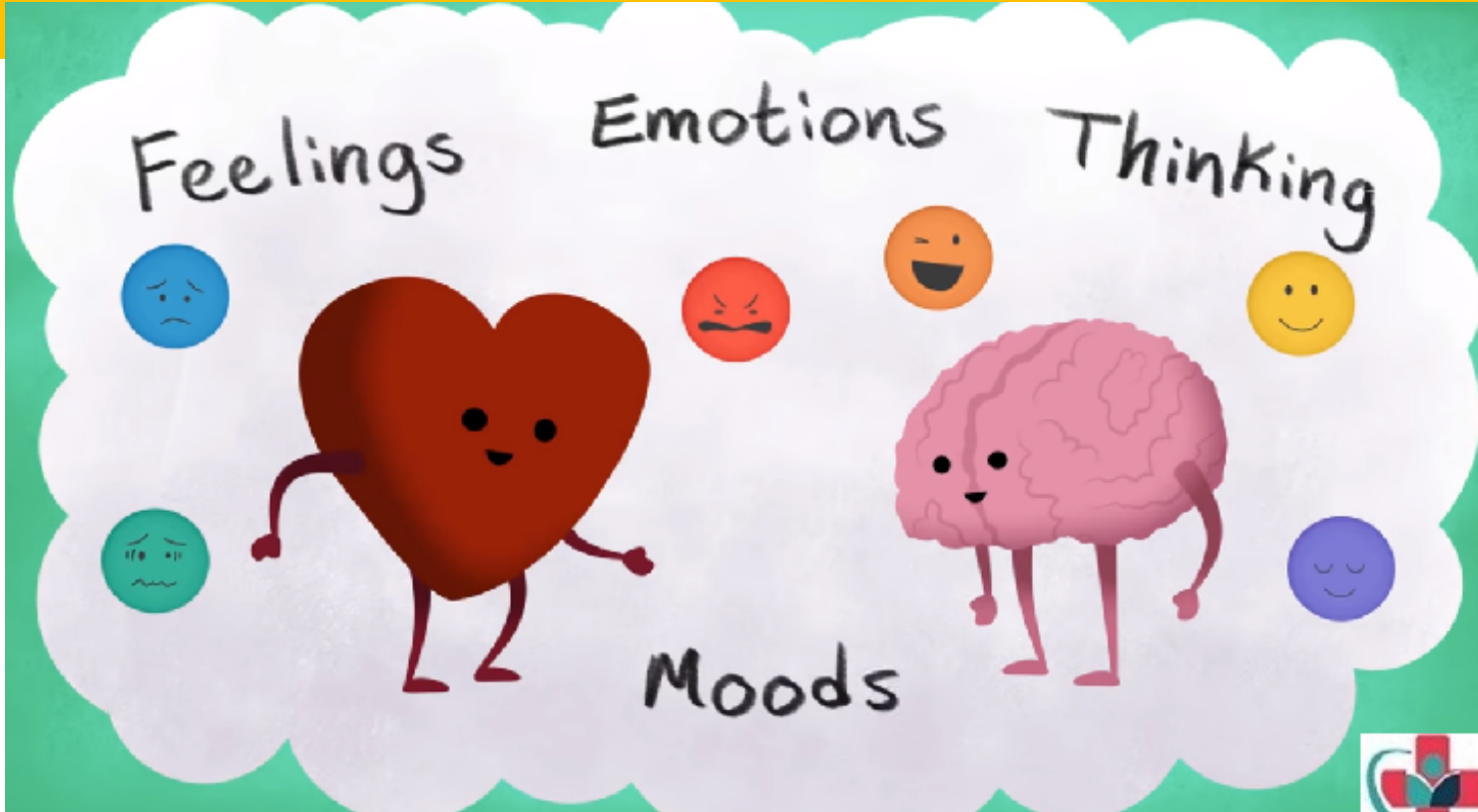
MENTAL DISORDERS

Alterations in: **THOUGHTS, FEELINGS AND BEHAVIOR**

*with associated distress or impaired functioning*

MENTAL HEALTH DISORDERS

- Depressive disorders

- Substance use disorders

- Anxiety disorders (e.g. Panic disorder)

- Work-related stress (e.g. burn out)

- Psychotic Disorders (e.g. Schizophrenia)

- Mental Retardation/*Intellectual Disability*

- Co-morbidities (e.g. hypertension

IMPACT OF MENTAL HEALTH PROBLEMS

- Employers
  - Increased absenteeism
  - Decreased productivity
  - Increased costs
  - Indirect costs

- Employees and their families
  - lead to a reduced quality of life

- The community
  - Mental health problems in the workplace adversely affect the national economy.
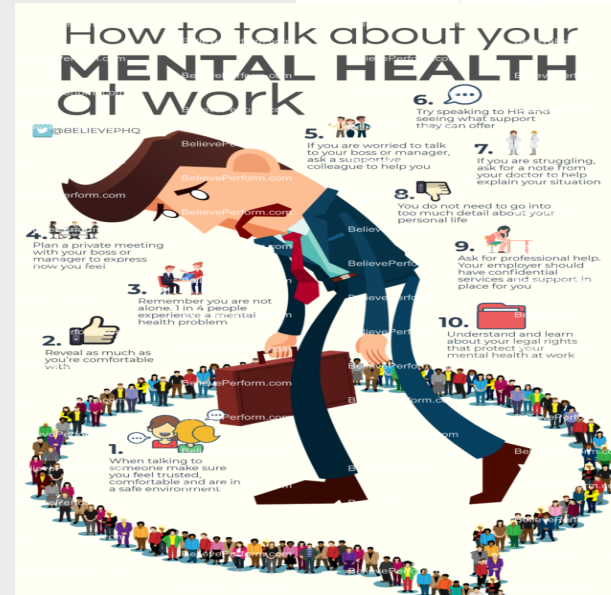
RECOMMENDATIONS FOR MENTAL HEALTH CARE

> Provide treatment in primary care.

➢ Make psychotropic medicines available at all   levels of health care.

> Give care in the community.

> Educate the public about mental health.

> Involve communities, families and consumers in developing policies, programmes and services.

➢ Establish national policies, programmes and legislation on mental health.

➢ Develop human resources to provide specialist care.

➢ Link with other sectors to improve mental health.

➢ Monitor community mental health.

> Support more research into the biological and psychosocial aspects of mental health.
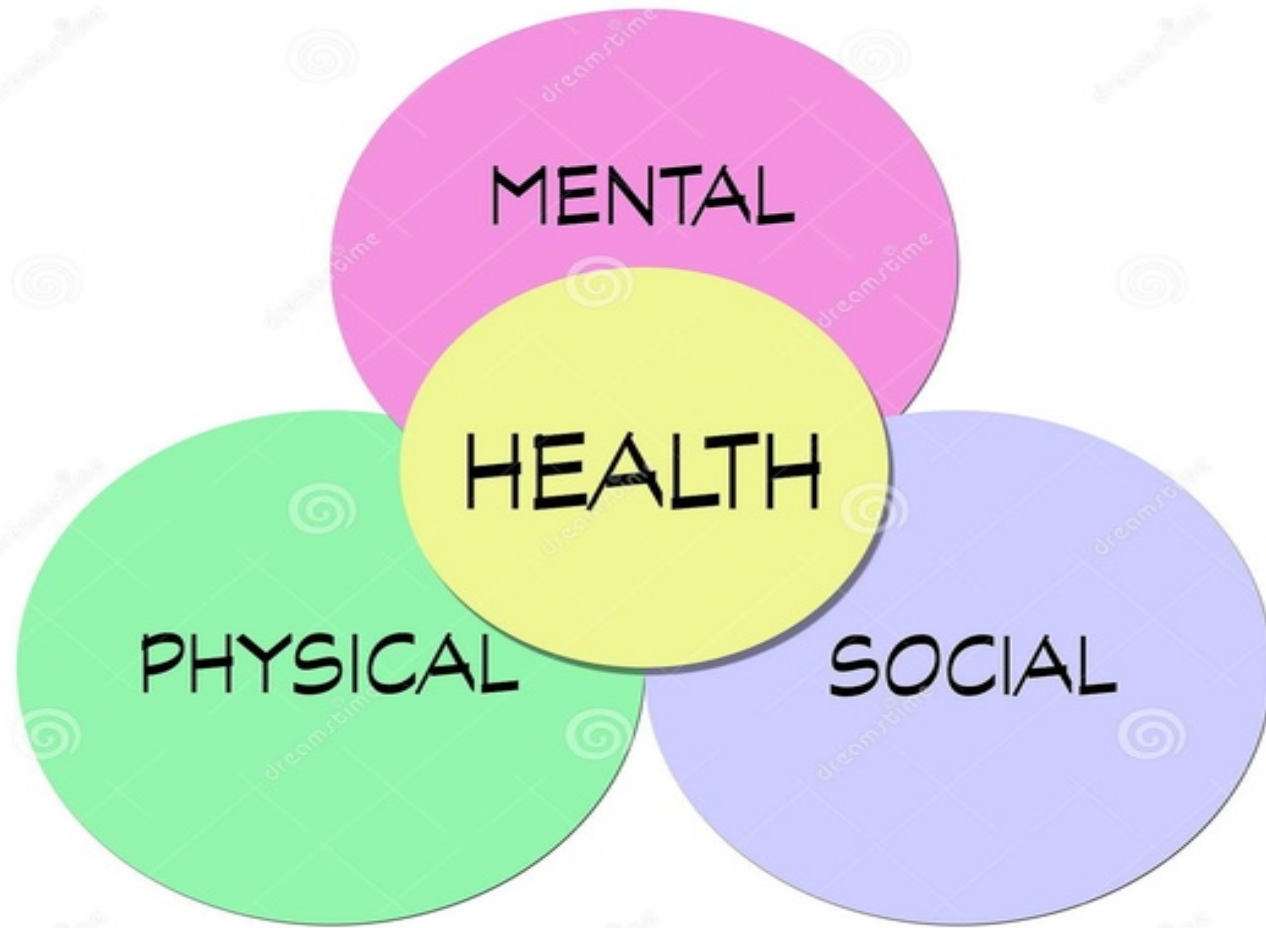
REFERENCE

MENTAL HEALTH POLICIES AND PROGRAMMES IN THE WORKPLACE (WHO 2005)

"*The more committed you are to caring for your employees, the more likely it is they will care for the company, and put their best work into their job.*"