

MENTAL HEALTH AT WORK BECOMING LESS TABOO, SAY BCC AND AVIVA

Our survey, of over 1,000 business leaders from every region and nation of the UK, suggests that firms are more aware than ever of mental health concerns in the office



30%

of business leaders have seen an increase in the number of staff taking time off for mental health reasons.



33%

of business leaders have noticed an increase in the length of time that staff are taking off due to mental health issues.

The findings suggest that employers are doing more to support staff with mental health issues:



36%

are reviewing individual workloads



35%

are reviewing flexible working options



20%

are organising counselling for staff



18%

Training for managers to better support staff



49%

did not access occupational health support for their staff from external bodies

The findings also suggest that firms could do more:



10%

were not aware of any support



"As the world of work changes, it is absolutely crucial for business leaders to pay ever closer attention to the health and well-being of their employees - especially at a time when firms are facing severe challenges finding and retaining the skilled staff they need.

"While legions of firms are now more aware of mental health concerns and acting accordingly, far too many businesses are still turning a blind eye to this issue, which saps productivity, morale and individual well-being. Our message today is that it is no longer acceptable for firms to ignore mental health in the workplace, and all companies need to step up their game."

Adam Marshall Director General, British Chambers of Commerce



"Looking at our claims data for protection insurance we know that mental health conditions are the number one reason for rehabilitation referrals, and that early intervention by experts can bring a huge benefit to employees, helping them make a safe and timely return to work.

"It is therefore important to look at what health and wellbeing initiatives are on offer to staff to make sure they have a breadth of options to support them. Doing so will reap rewards for both employee and employer. We believe in this so much it's something we are doing for our own staff here at Aviva already."

Dr Doug Wright Medical Director, Aviva