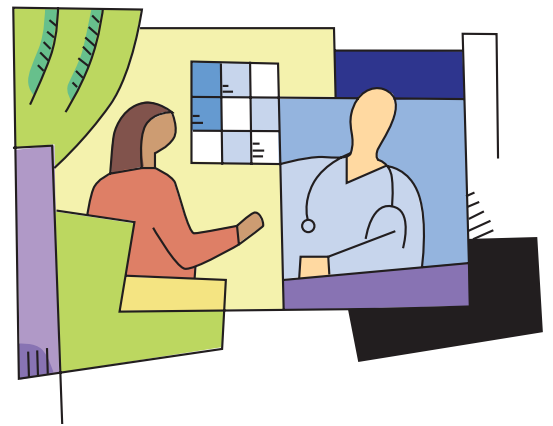


Facts versus the myths around staff with mental health problems in the workplace

1. In a recent study when asked 'What percentage of your employees do you think will have a mental health problem at some point during their working lives?', 70% of the employers surveyed said that
 - A. Between 0-5% employees will
 - B. Between 5-10% employees will
 - C. Between 10-20% employees will
2. What percentage of employers thought that *none* of their staff will suffer from a mental health problem during their working life?
 - A. 5%
 - B. 15%
 - C. 45%
3. What percentage of employees are in fact suffering from some kind of mental health problem at work?
 - A. 2.4%
 - B. 5%?
 - C. 22.3%?
4. Mental ill health is now the;
 - A. Second largest cause of time lost due to sickness absence in organisations in the UK
 - B. Fourth
 - C. Eighth
5. Approximately how much does mental ill health at work cost an employer each year?
 - A. £500 for every employee
 - B. £1000 for every employee
 - C. £1500 for every employee



Continued...

Visit shift.org.uk/employers for more information.

6. Good management of mental health at work including prevention and early identification can bring this cost down by as much as

- A. 10%
- B. 20%
- C. 30%

7. Impaired performance of people who continue to work whilst mentally unwell costs employers nationally approximately;

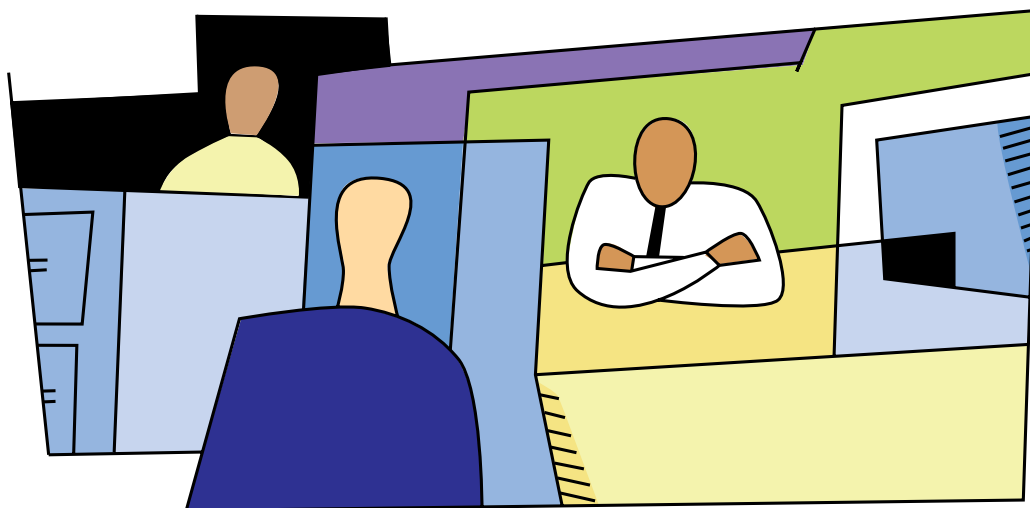
- A. 5 million/year
- B. 15 million/year
- C. 15 billion/year

8. What percentage of managers have received training on mental health awareness?

- A. 13%
- B. 26%
- C. 36%

9. What percentage of senior managers are aware they have a policy on mental health and feel that it is effective in doing what it is intended to do?

- A. 3%
- B. 33%
- C. 63%



Answers

1. A.

70% of employers estimated that 5% or fewer of their employees would have mental ill-health in their entire working life (*Shaw Trust (2006) Mental Health: The Last Workplace Taboo. London: Shaw Trust*). In fact it is over 5 times higher than that illustrating that the prevalence of mental health problems amongst staff is grossly underestimated by employers

2. C.

45%. Nearly half of all employers thought that none of their staff would ever have a mental health problem during their working life.

(Shaw Trust (2006) Mental Health: The Last Workplace Taboo. Wiltshire: Shaw Trust)

3. C.

22.3% (Psychiatric Morbidity report, ONS 2000) 22.3% equates to 1 in 5 employees who are affected by depression, anxiety or other mental health condition to a clinically diagnosable degree. Alcohol and drug dependence are also included in this figure. Excluding alcohol and drug dependence then the statistic is 15.4% equivalent to 1 in 6 employees who are affected by a mental health condition.

Singleton, N., Bumpstead, R., O'Brien, Lee, A & Meltzer, H. (2001) Psychiatric Morbidity among Adult Living in Private Households. London: Office for National Statistics. Meltzer, H., Singleton, N., Lee, A., Bebbington, P., Brugha, T. & Jenkins, R. (2002). The Social and Economic Circumstances of Adults with Mental Disorders. London: Office for National Statistics.

4. A.

Musculo-skeletal disorders are the most common cause of time lost due to sickness absence from organisations in the UK with mental ill-health being the second. Stress, depression, and anxiety account for over 50% of these mental health problems

(CIPD & Active Partners (2007) New Directions in managing employee absence. London: Chartered Institute of Personnel and Development cited in Sainsbury Centre for Mental Health (2007) Briefing 33: Mental Health and Employment. London: Sainsbury Centre for Mental Health)

5.B.

Mental illness costs employers £1,035 for every employee in the UK workforce, an estimated £26 billion each year comprising of over £8 billion a year in sickness absence; £15.1 billion a year in reduced productivity at work and £2.4 billion a year in replacing staff.

(Sainsbury Centre for Mental Health (2007) Policy Paper 8: Mental Health at Work: Developing the business case. London: Sainsbury Centre for Mental Health)

6.C.

Good management of mental health at work including prevention and early identification can bring this cost down by as much as 30%.

(Sainsbury Centre for Mental Health (2007) Policy Paper 8: Mental Health at Work: Developing the business case. London: Sainsbury Centre for Mental Health)

7.C.

£15.1 billion. Reduced productivity of people at work due to mental health problems accounts for 1.5 times as much working time lost as sickness absence.

(Sainsbury Centre for Mental Health (2007) Policy Paper 8: Mental Health at Work: Developing the business case. London: Sainsbury Centre for Mental Health)

This therefore has a much bigger impact in terms of lost productivity. Staff may turn up to work even though they feel mentally unwell as they fear the possible stigma and discrimination from colleagues and managers if they disclose their condition.

8. A.

13% of employers have received training on mental health awareness.

(Employers' Forum on Disability in association with Great Place to Work (2008). A survey of line managers' mental health knowledge. London: Employers' Forum on Disability).

This type of training can be extremely beneficial. There is now a national Mental Health First Aid training which employers can receive. For more information visit; <http://www.mentalhealthfirstaid.csip.org.uk>

9. A.

Only 3% of senior managers are aware they have a policy on mental health and feel that it is effective in doing what it is intended. (Shaw Trust (2006) Mental Health: The Last Workplace Taboo. London: Shaw Trust)