

Investing in good management to support people's mental health

Rachel Suff
Senior Policy Adviser
[@RSuff](#)

The CIPD

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a voice for
people
professionals

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5,000+ volunteers
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Offices in
the **UK**,
Ireland,
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All committed
to **championing**
better work and
working lives

The crisis has intensified both physical and mental health risks...
...and increased the responsibility and complexity for managers

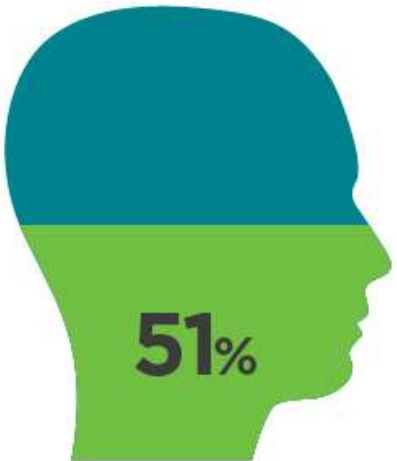


Good people management is key to effective wellbeing support – but much more investment is needed



Mental health

CIPD/Simplyhealth *Health and Wellbeing at Work* survey report 2020

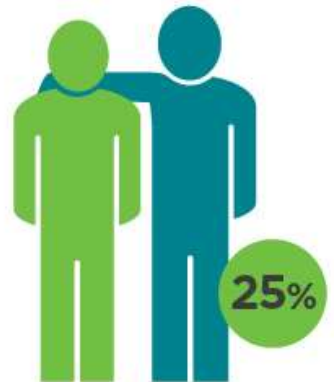


51% of organisations have trained managers to support staff with mental ill health, but...

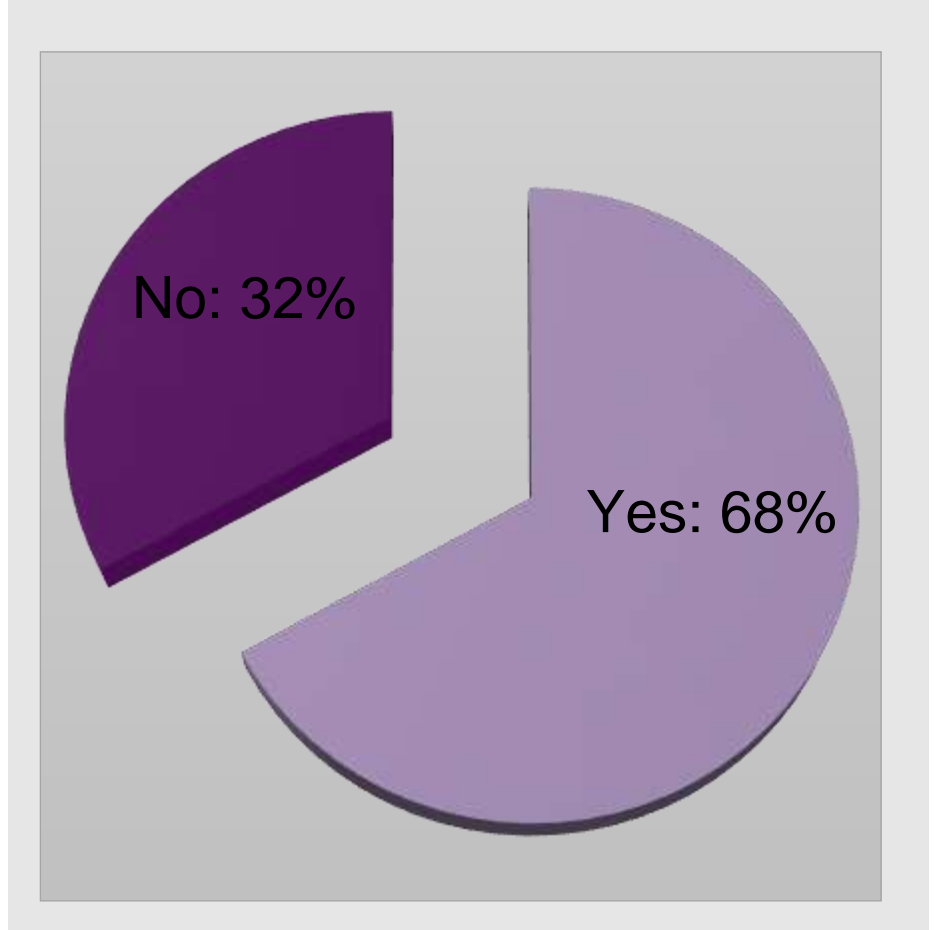
- 31% say managers are confident to have sensitive discussions/signpost staff to expert help



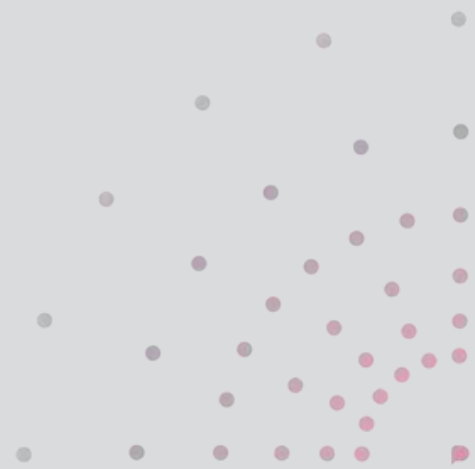
- 25% of people professionals say managers are confident and competent to spot the early warning signs of mental ill health.



Since the onset of COVID-19 has your employer/line manager checked on your health and wellbeing?



Why is line manager behaviour important to support people's mental wellbeing?





Introduction for people professionals

Learn about the series of quick and easy to use guidance and exercises aimed at helping line managers support the health, wellbeing and engagement of their team

Line managers play a vital role in determining the health, wellbeing and engagement of their team. To adopt a management approach that supports this, the CIPD has developed a series of quick and easy to use guidance and exercises specifically for line managers.

Guiding principles for line managers



Build relationships – based on trust and have sensitive and supportive 121s



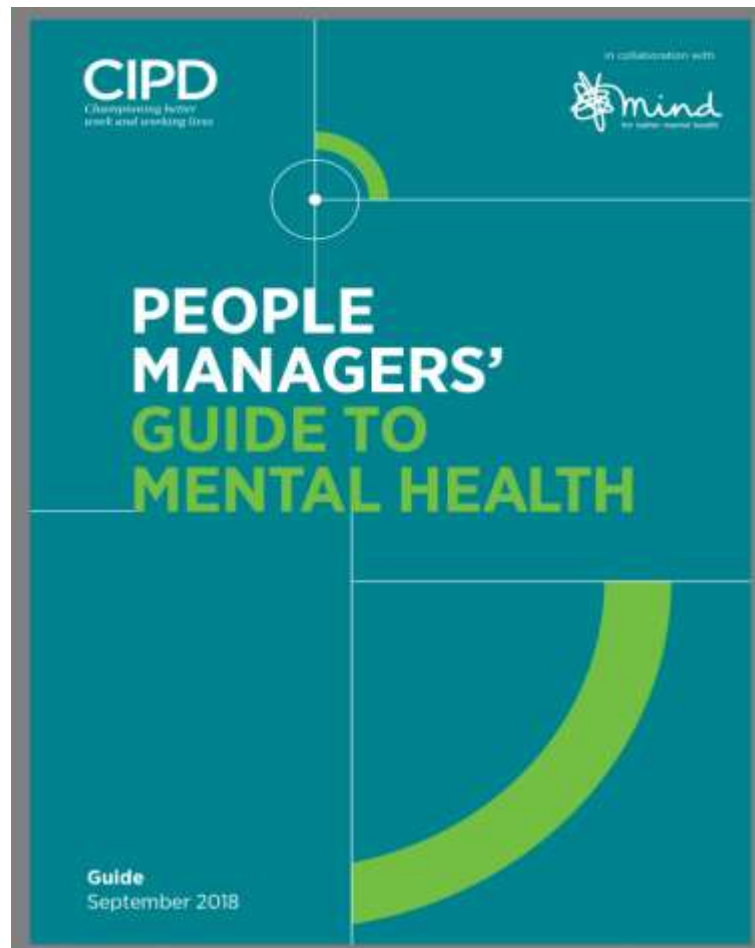
Provide ongoing guidance – to help managers support employees



Line manager wellbeing

| | |
|---|--|
|  <p>disability confident</p>  | <p>Recruiting, managing and developing people with a disability or health condition</p> <p>A practical guide for line managers</p>  |
|  | <p>In collaboration with:</p>  |

CIPD



CIPD
Improving how
work and working lives

In collaboration with
mind
the mental health charity

**PEOPLE
MANAGERS'
GUIDE TO
MENTAL HEALTH**

Guide
September 2018

som
Supporting occupational health
and wellbeing professionals

In association with
CIPD
Chartered Institute
of Personnel and
Development



**Returning to the
workplace after the
COVID-19 lockdown**

A toolkit