

The value of OH and HR in  
supporting mental health and  
wellbeing in the workplace

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## The CIPD

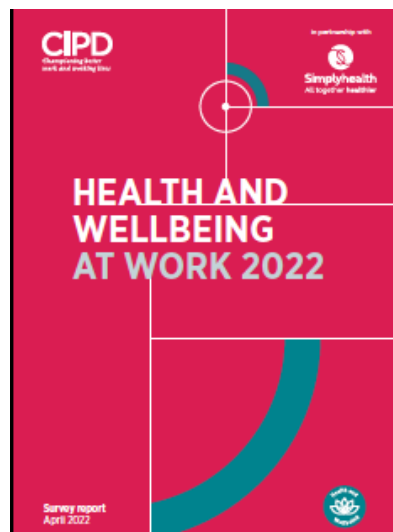
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# Mental wellbeing and work-related stress



- Mental ill health has been a significant and growing concern for organisations over the past few years. It's the most common cause of long-term absence and the main focus of organisations' wellbeing activity
- The vast majority of organisations are taking action to support employee mental health at work
- The impact of employers' efforts is not what it could be - eg only around half (52%) think their organisation is effective in tackling workplace stress
- Well under half (42%) agree that senior leaders encourage a focus on mental health through their actions and behaviour

# How do organisations manage mental health/wellbeing and stress?

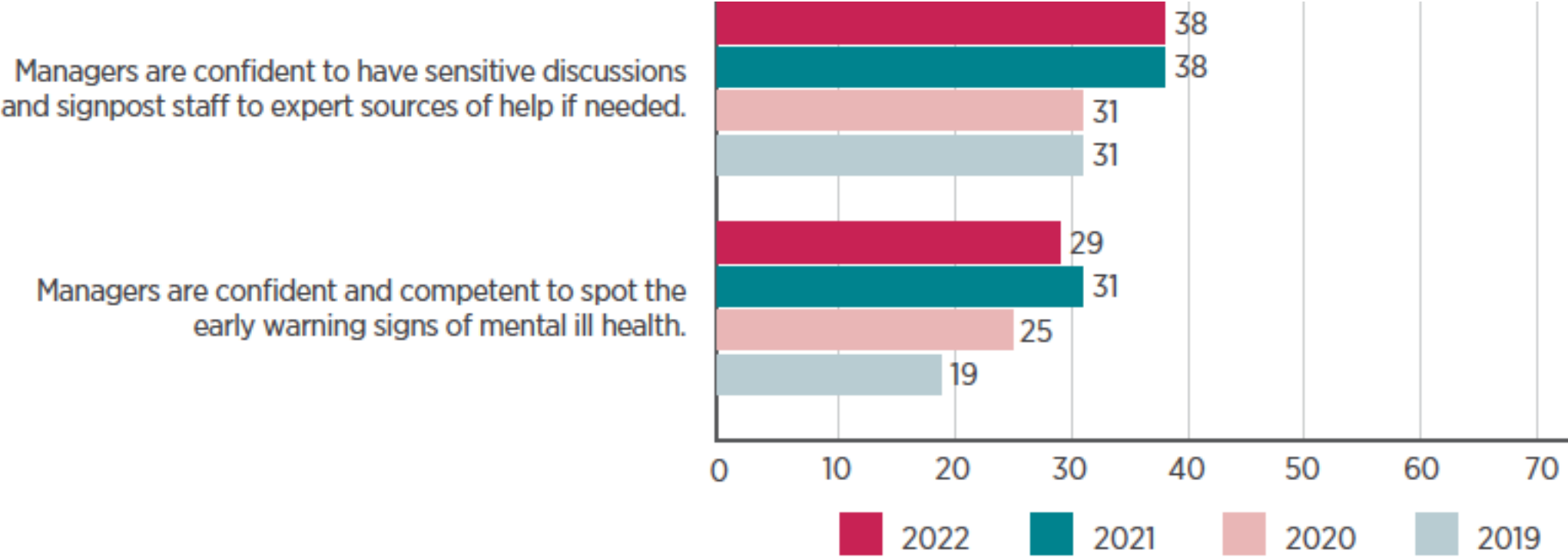
## Methods used to identify/reduce stress

- EAP - 75%
- Flexible working - 73%
- Staff surveys to identify causes - 71%
- Risk assessments - 58%
- Training line managers - 56%
- Personal resilience training - 48%
- OH services - 43%
- Stress management training - 30%
- Stress policy - 30%
- HSE's Management Standards - 21%

## Methods used to manage mental health

- EAP - 66%
- Phased RTW/reasonable adjustments - 63%
- Counselling - 61%
- Mental health promotion - 58%
- Mental health first aid training - 56%
- Flexible working - 53%
- Mental health / wellbeing champions - 48%
- Training managers - 44%
- Personal resilience training - 39%
- Greater involvement of OH - 27%

# HR lacks confidence in line management capability to support good mental wellbeing



Base: 605 (2022); 470 (2021) 749 (2020); 658 (2019); 658 (2018).

## HR's view/use of OH - valued but reactive

- 72% provide OH services for employees, mainly outsourced (2020)
- Most common services = fitness to work (80%), diagnosis and prognosis for those off sick (77%), compliance with Equality Act (64%)
- OH involvement is a key approach to manage long-term absence (69%, 2023)
- Offering OH assessments is the top way organisations support people with long COVID (70%, 2023)
- Far fewer use OH expertise in a more proactive and preventative way - eg less than 1 in 3 use to prevent/mitigate risks to mental health or to develop a mental health policy



How can we develop closer collaboration between HR and OH to protect and enhance people's mental health and wellbeing?





**THANK YOU!**