



# Mental Health in the Workplace

## 1. Introduction

Mental health in the workplace refers to an employee’s emotional, psychological, and social well-being. It affects how employees think, feel, and behave at work and can impact job performance and relationships with colleagues. A mentally healthy workforce leads to increased productivity, lower absenteeism, and better team collaboration. Prioritizing mental health reduces the risk of burnout and enhances overall job satisfaction.

## 2. Root Causes of Mental Health Issues

**Workplace Factors:** High workloads and unrealistic deadlines can make employees feel overwhelmed, leading to chronic stress. The absence of support from managers and peers exacerbates the problem, making employees feel isolated.

**Organizational Culture:** Companies with poor communication, a lack of transparency, or a toxic work environment contribute to mental distress. If employees fear speaking up about mental health concerns, it can worsen workplace anxiety.

**Personal Factors:** Outside of work, financial instability, family responsibilities, and lack of work-life balance can contribute to mental health struggles. Employees bringing personal stress into the workplace can experience decreased concentration and engagement.

**Environmental Factors:** Job insecurity, economic downturns, and global crises such as pandemics have significantly increased mental health challenges in recent years. Employees dealing with uncertainties may experience heightened anxiety and stress.

## 3. Data relating to Mental Health

Metric	Global	EMEA	MENA
<b>Workdays Lost Annually</b>	12 billion (WHO, 2023)	3.2 billion (EU-OSHA, 2023)	1.1 billion (McKinsey, 2024)
<b>Stress Prevalence</b>	83% of workers (Gallup)	76% (Deloitte)	68% (higher in women)
<b>Economic Cost</b>	\$1 trillion (WHO)	€600 billion (EU Commission)	\$50 billion (MENA HWB, 2023)
<b>Stigma Barriers</b>	50% avoid disclosure (WHO)	40% (EU Mental Health Atlas)	65% (MENA cultural norms)
<b>Program Availability</b>	42% of companies (Gartner)	58% (EU avg.)	23% (McKinsey)



#### 4. Programs Available to Support Employees

**Employee Assistance Programs (EAPs):** These provide confidential counselling and psychological support for employees dealing with personal and work-related challenges.

**Flexible Work Policies:** Allowing remote work, hybrid models, and flexible hours helps employees balance work and personal life, reducing stress and increasing job satisfaction.

**Mental Health Training:** Organizations are implementing mandatory training sessions for employees and managers to identify early signs of stress, anxiety, and burnout, and how to address them.

**Wellness Initiatives:** Meditation and mindfulness programs, stress management workshops, and physical wellness activities have become integral to workplace mental health strategies.

**Support Networks:** Peer support groups, employee resource groups (ERGs), and helplines provide safe spaces for employees to share their concerns and seek help without stigma.

#### 5. Results Achieved from These Programs

**Reduced absenteeism and presenteeism:** Employees who receive mental health support take fewer sick days and perform better at work.

**Higher employee satisfaction and retention rates:** Companies that invest in mental well-being see an increase in employee loyalty and job satisfaction.

**Increased productivity and engagement:** Employees with lower stress levels are more innovative, collaborative, and committed to their roles.

**Improved overall organizational performance:** A mentally healthy workforce contributes to a positive work culture, boosting overall company growth and success.

Companies see 30% lower turnover with mental health programs.

#### 6. Suggestions for Improvement

**Strengthen leadership commitment to mental health initiatives:** Leaders must actively promote a culture that prioritizes mental well-being.

**Enhance accessibility to mental health resources:** Companies should offer free or subsidized mental health services to employees.

**Promote a stigma-free workplace culture:** Open discussions on mental health should be encouraged to normalize seeking help.

**Integrate mental health KPIs in organizational performance metrics:** Measuring mental well-being alongside traditional performance metrics ensures sustained attention to mental health.

**Encourage regular mental health check-ins and assessments:** Implementing surveys, pulse checks, and well-being assessments help organizations track employees' mental health trends.

**Offer mental health training and support** - an example of a mental health training programme offered by Murphy to its employees is outlined below.

## Mental Health Training & Support

### Courses we deliver:



#### **Start the Conversation**

Devised by Mates in Mind, we have adapted the content to suit our business 60-90 min session covering how and why you should start a conversation with someone if you believe they are experiencing poor mental health



#### **Mental Health Aware – Manage the Conversation (Accredited by MHFA England)**

½ day course for supervisors, team leaders which delves more into sign and symptoms of poor mental health and how to manage conversations with employee about their mental health



#### **Mental Health First Aid (Accredited by MHFA England)**

2 day course for volunteers across our business at all levels, who want to be able to support their colleagues. This course gives attendees more skills in having Mental Health conversations, additional signposting resources and using the ALGEE framework.



#### **SafeTalk Training (Accredited by Livingworks)**

½ day course for anyone within the business. This course provides attendees with knowledge and skills to deal with someone who may be experiencing suicidal thoughts



#### **ASIST (Applied Suicide Intervention Skills Training) – Accredited by Living Works**

2 day course for anyone within the business. This course provides attendees with intervention skills when dealing with some who may be displaying suicidal behaviours and how the attendees can implement a Safe Plan using the Safety Framework to the person in crisis can achieve safety for now.

### Additional Short Courses

- Stress Management using STOP Model
- Emotional Freedom Techniques (Tapping)
- Box Breathing Techniques
- Progressive Muscle Relaxation Techniques