



LATUS

HR GUIDE FOR SUPPORTING MENTAL HEALTH

A free resource to help you look after
your employees mental health



LATUS

We're on a mission to revolutionise employee health & wellbeing.

Latus provides support to help anyone experiencing a mental health problem. We engage with businesses to improve services, raise awareness and promote understanding.

Supporting mental health at work: Guide for People Managers

Poor mental health can affect the way people think, feel or behave. In some cases, this can seriously limit a person's ability to cope with day-to-day life, which can impact relationships, work and quality of life. However, many people effectively manage their mental health condition alongside the demands of a job and daily life, sometimes with treatment and support.

A survey conducted by Mind Charity shows that:

- More than one in five (**21%**) stated that they had called in sick to avoid work when asked how workplace stress had affected them.
- **14%** answered that they had resigned and **42%** had considered resigning when asked how workplace stress had affected them.
- **30%** of staff disagreed with the statement - I would feel able to talk openly with my line manager if I was feeling stressed.
- **56%** of employers said they would like to do more to improve staff wellbeing but don't feel they have the right training or guidance.



IMPACT OF WORK AND NON-WORK ISSUES ON MENTAL HEALTH

A common assumption is that mental health problems are just caused by issues at home, so some employers feel it is not appropriate – or indeed their responsibility – to intervene and support staff. However, CIPD research shows more than a quarter of UK employees (27%) say that work negatively impacts their mental health.

Therefore, it is impossible to isolate the impact of different factors on an individual's mental health, and it is imperative that employers proactively support employees with mental health problems, whatever the original cause or trigger.

Many people with mental health issues can be successful at work with the right support, which reduces potential sick leave and increases employee engagement.

MENTAL HEALTH ISSUES

Below are some of the most common mental health issues:

- | | |
|-----------------------|--------------------------|
| 1. Depression | 6. Bipolar disorder |
| 2. Anxiety | 7. Schizophrenia |
| 3. Panic attacks | 8. Personality disorders |
| 4. Obsessive disorder | 9. Psychosis |
| 5. Phobias | 10. Stress |

Embracing positive management of staff mental wellbeing can be part of a comprehensive corporate responsibility agenda and contribute to the organisation's goals as an ethical and attractive employer.

Therefore, it is essential to consider:

- Good practice in recruitment.
- Promote wellbeing and manage stress.
- Early intervention: spotting the signs of stress and poor mental health.
- Encourage people to talk about their mental health: supporting staff to stay well and in work.
- Support people to return to work.
- Manage performance positively.





NEED ADVICE?

The Latus team provides expert guidance and support for employers who want to support their staff's wellbeing.

WE PROVIDE:

- **One to one counseling sessions with professional counselors**
(ideal for someone to speak to as it is confidential and could make them feel more comfortable than talking to someone in work)
[Click here >](#)
- **Yodha App: The world's first Connected Health Platform**
[Find out more >](#)
- **State of the Art Gym and Wellbeing Centre**
Health Surveillance
Health Screening

Get in touch to discuss your requirements: 01482 633 048



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