

Mental health in workplace environments

What is mental health and how does it relate to the workplace?

- Elements of mental health and wellbeing and mental illness
 - Mental wellbeing
 - Disturbed mood
 - Non-psychotic disorders
 - Psychotic disorders

What is mental health and how does it relate to the workplace?

- Workplace elements
 - Promoting wellbeing
 - Preventing mental disturbance/illness
 - Role in treatment/job retention
 - Role in return to work

POLICY CONTEXT

- 2005 relaunch of the Lisbon Strategy on Growth and Jobs
 - ‘invest in people and modernise labour markets’
 - improving the skills, employability and adaptability of the workforce, as well as promoting the functioning of labour markets, including the greater participation of population groups that currently face difficulties and may be excluded from the labour market
- *Community Strategy on Health and Safety at Work for 2007-2012*
 - the contribution of good health in guaranteeing that quality and productivity at work can play in promoting economic growth and employment
 - work-related stress and poor mental health leading to absenteeism and occupational disability
 - making the promotion of mental health at the workplace a priority

POLICY CONTEXT

- The Commission White Paper "*Together for Health: A strategic approach for the EU 2008-2013*"
 - emphasises the economic costs of mental disorders
 - Community actions in the field of mental health and measures to promote the health of the workforce were announced in this document
- Framework Directive 89/391/EEC has led to Framework Agreements on "the prevention of stress at work" and "harassment and violence at work"
- 2008 Mental health pact

The Mental Health Pact

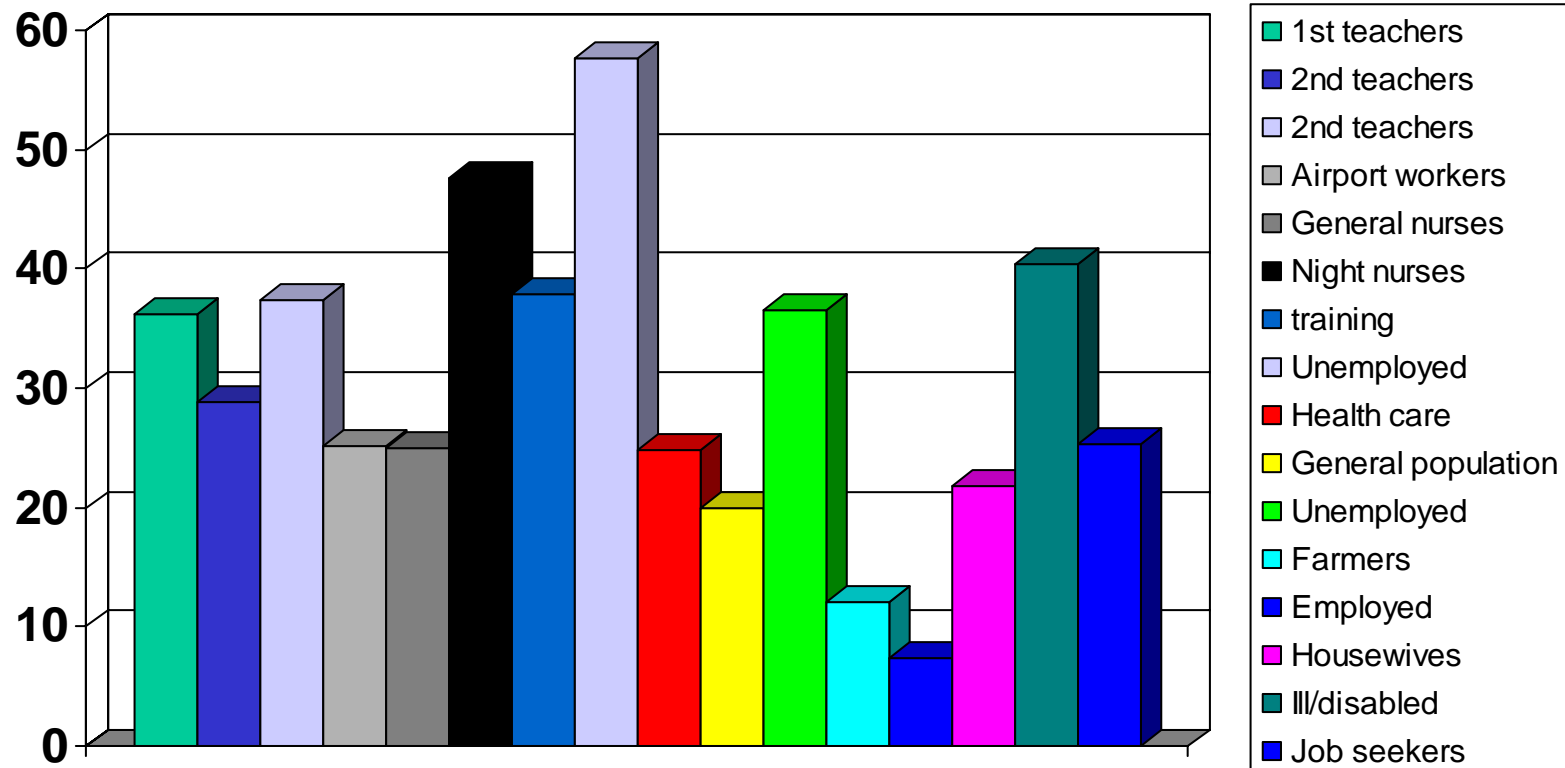
- Background briefing paper on the settings
- Mental health pact

Some data on prevalence

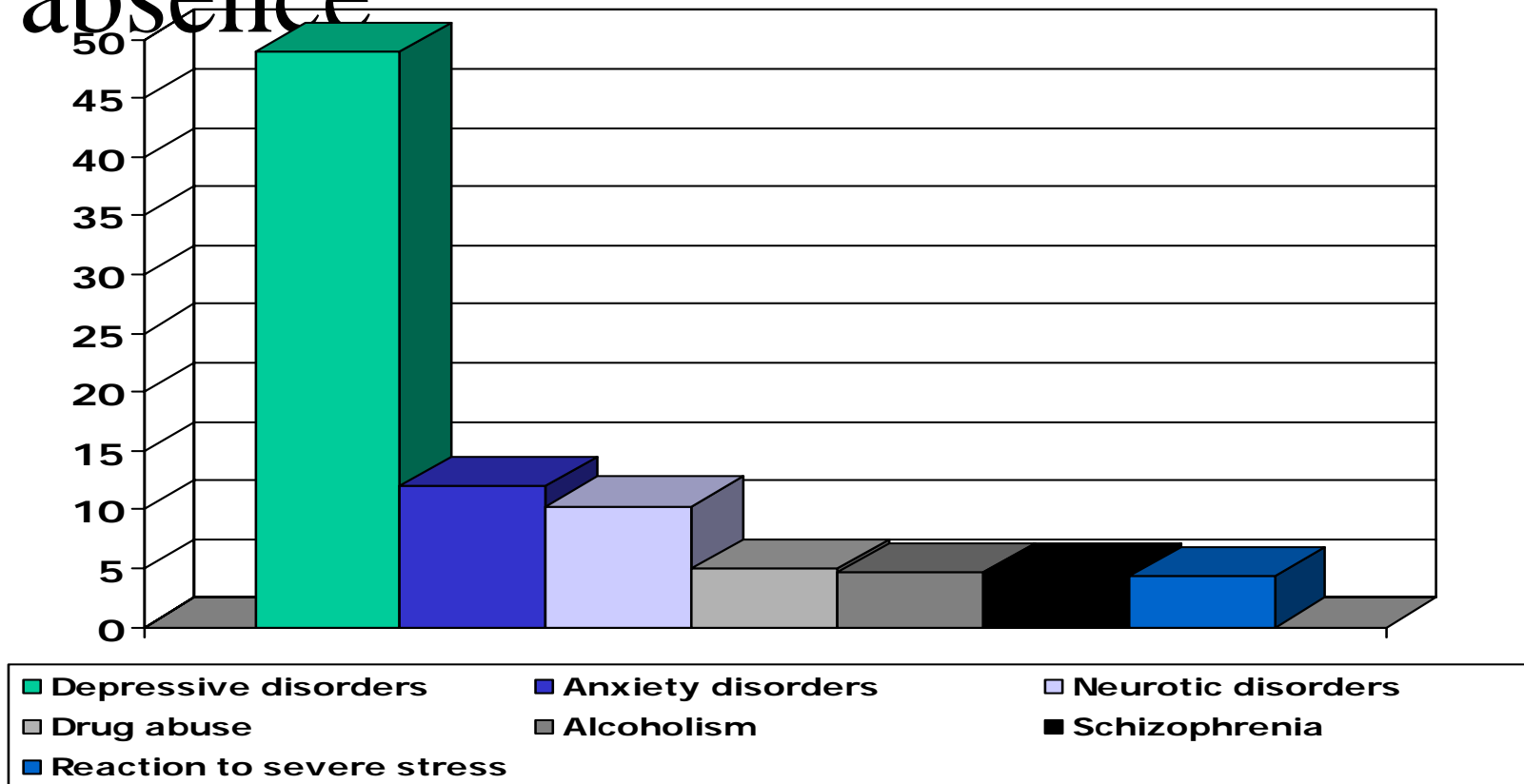
Some data on the prevalence of mental health problems

- 25% of citizens will experience a mental health problem during their lifetime
- In any one year:
 - 9% experience depression
 - 2.6% experience a psychotic disorder
- Work factors may cause, influence or create vulnerability to mental health problems
- Workplace Risk factors for mental health problems
 - ‘Traditional’ sources of stress
 - Emergent sources of stress
 - Workplace toxins
- The excess risk of common mental health problems in workers with high job strain or poor effort-reward balance may be 80%

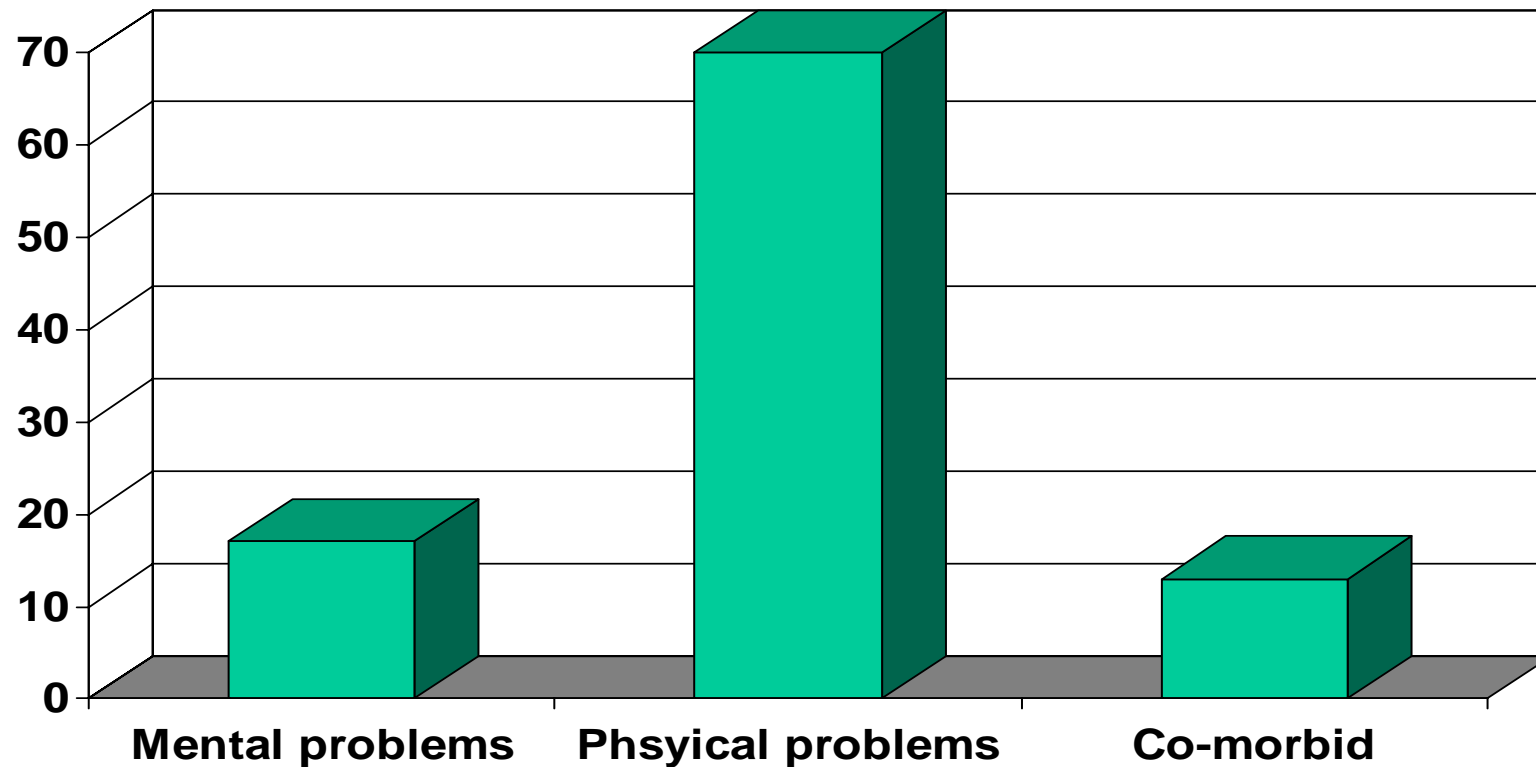
Psychological wellbeing in Irish populations



Mental Health Disorders and absence

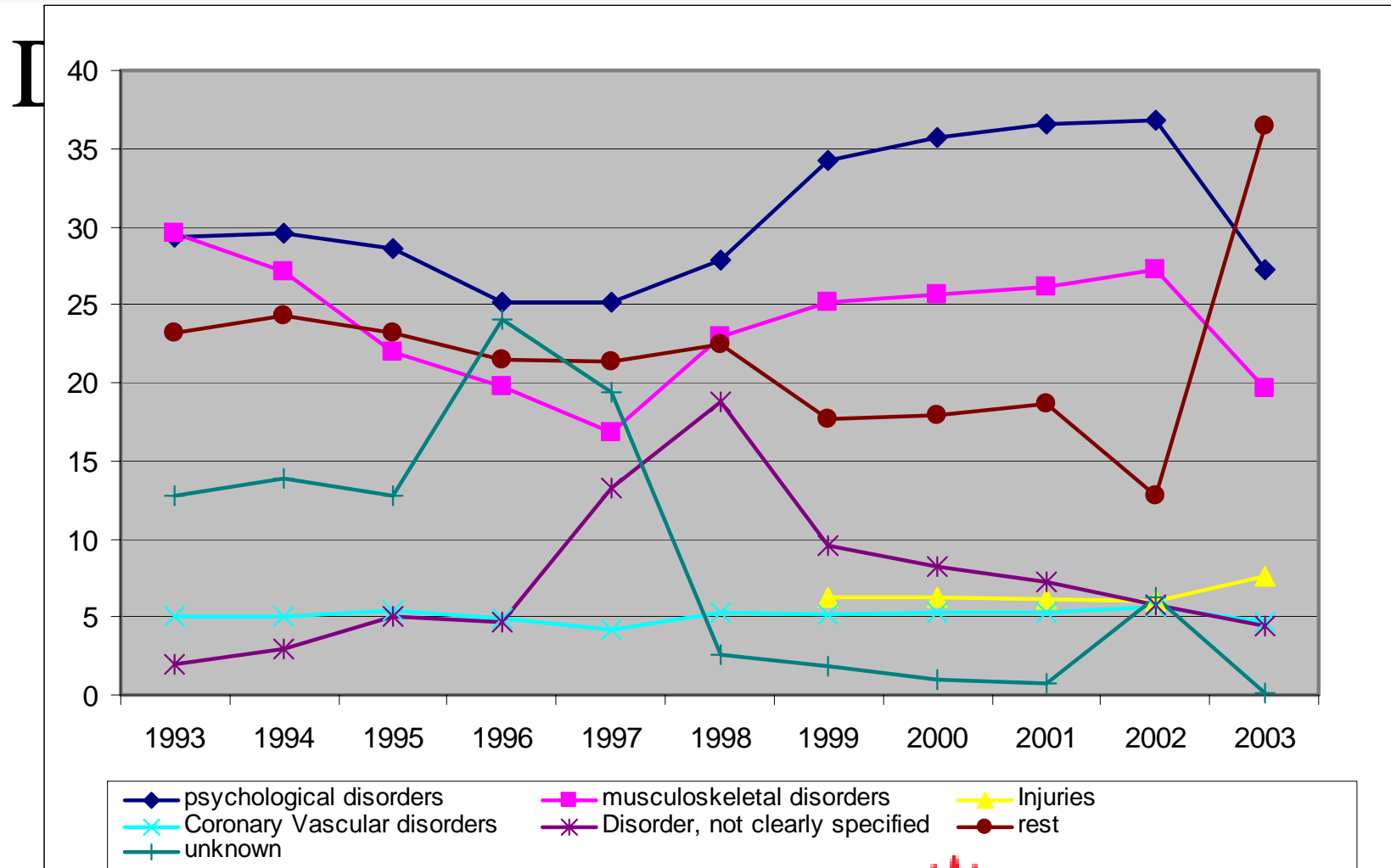


Reason for absence



Background

- In UK: currently 9.6 % of the working population (i.e. 2.7 m) are claiming IB.
- 35 % of these (i.e. 945,000) are diagnosed with 'mental & behavioural disorders'. (DWP, 2002).
- Statistics indicate that about 25 % of employees have some kind of mental health problem in any year (DoH, 2001).

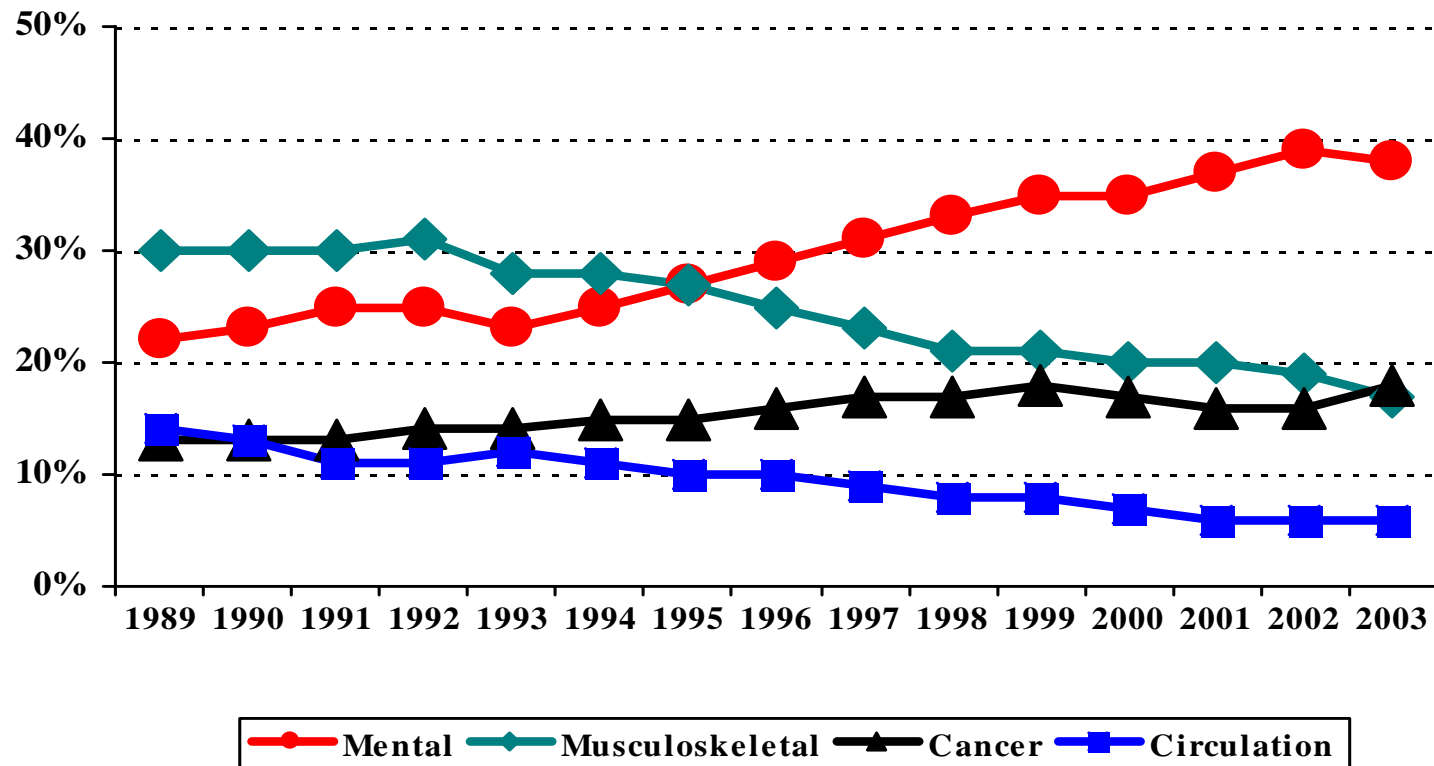


STRESS IMPACT

Return to work

- Current statistics show that 60 % of people who are absent from work longer than 5 weeks do not return to work on short notice (DWP, 2002).
- And 80 % of LTA's moving onto Incapacity Benefits do not re-enter the work place within 5 year.

Reason for early retirement in Germany



Costs of mental health problems

- Total **productivity** costs of mental health disorders in the EU-25 (plus Norway, Iceland and Switzerland) are estimated to be €136.3 billion (2007 prices)
- €99.3 billion were linked to depression and anxiety related disorders
- The productivity losses for cardiovascular disease are €36.1 billion in the EU-25
- **Presenteeism** may increase business costs by between 50% and 500%.

Key questions for workplace health promoters

Questions and issues

- Is mental health promotion stress management under another label?
- Is mental health promotion targeting people with mental health problems and/or the normal working population?
- Is mental health promotion aiming to increase mental wellbeing rather than poor mental health? Is it the same thing?
- What is the relationship between health and safety and mental health promotion?

Questions and issues

- Has mental health promotion a role to play in job retention and return to work?
- What is the relationship between mental health promotion and rehabilitation?
- How is to be labelled, packaged and marketed?
- How do you deal with the taboos attached to mental health?