

# *Supporting employers to create mentally healthy workplaces – The learning from the Midlands Engine Pilot*

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# What is MHPP?



The **Mental Health and Productivity Programme (MHPP)** is collaborating across a range of diverse partners to provide an **evidence informed, cost effective and sustainable resource** that supports good mental health at work, reduces stigma and will ultimately increase productivity.

MHPP supports employers across the Midlands Engine region to **understand the link between mental health and productivity** by galvanising their employees' engagement with a package of **impactful resources** which work towards ensuring that employees are happy, satisfied and able to thrive at work.



# Background



A healthier workforce contributes to a healthier economy and organisational growth.

We help businesses and organisations realise the benefits of looking after the mental health and wellbeing of their people. This helps to improve employee engagement and morale, and has a positive impact on sickness levels, retention and overall productivity.

We are proud of our region and want to encourage employers to 'join the MHPP journey' to **make the Midlands the place of choice to live and work.**

The team at MHPP provides evidence-based, cost effective and sustainable resource to support good mental health at work, reduce stigma and ultimately increase efficiency.

Our ask is for employers to 'get on board' – MHPP will take them on a journey to understand the link between mental health and productivity, helping to put measures in place to ensure employees are happy, satisfied and able to thrive at work.

We are already working with 800+ organisations, reaching 600,000 employees (13% of the Midlands' working population) – there is potential to reach many more to make the Midlands happier and healthier.

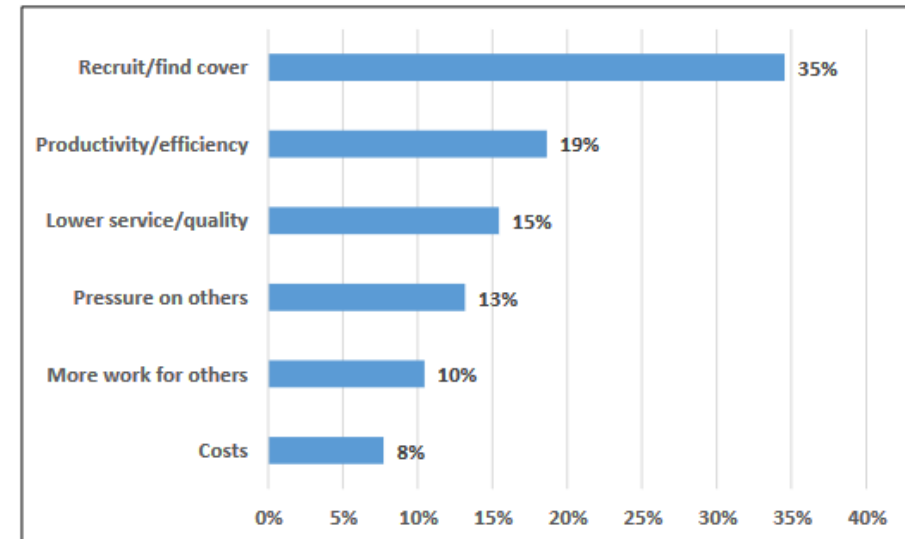
# Let's start with what the data says about workplace mental health



## High prevalence and cost of issues, low employer awareness of sources of support

- **61% of employees** have experienced mental health issues where work was a contributing factor (BITC, 2018)
- **Costs of mental health issues** to UK business estimated at £56bn, up 25% since 2019 (Deloitte, 2022)
- **Mental health is the 4th most common cause of sickness absence** in the UK in 2022, with 18.5 million working days lost (ONS, 2023)
- **Firms more likely to seek advice** from HR consultant or the internet than a specialist
  - 21% would go to HR specialist and 18% the internet, only 12% would approach Mind or another MH expert organisation (ERC, 2020)
- **Low awareness** and very low adoption of external MH initiatives in Midlands firms
  - 31% have heard of Mental Health First Aider initiative, only 11% have adopted it
  - 31% have heard of the Health & Safety Executive Stress Mgt Standards, only 7% have adopted them (ERC, 2020)
- Calls to put psychological safety on the same footing as physical safety (BITC, 2023)

Impacts reported, all firms, 2023



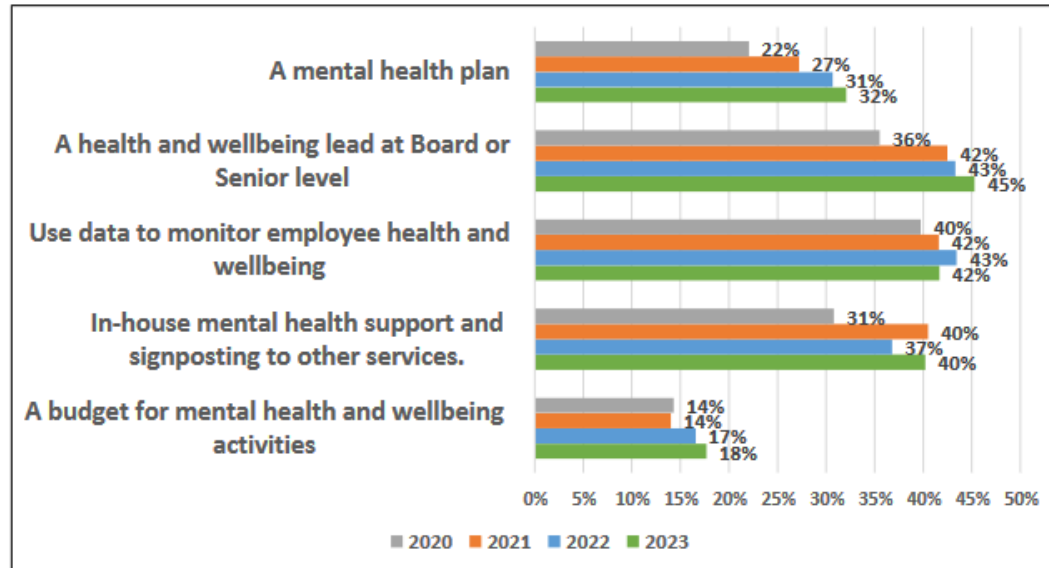
Source: ERC (2023) Workplace Mental Health in Midlands firms 2023: A longitudinal study

# Support provided by Organisations and why?



52% of firms offer activities to support good mental health, most practice-based

Proportion of firms with strategic initiatives, all firms, 2020 to 2023

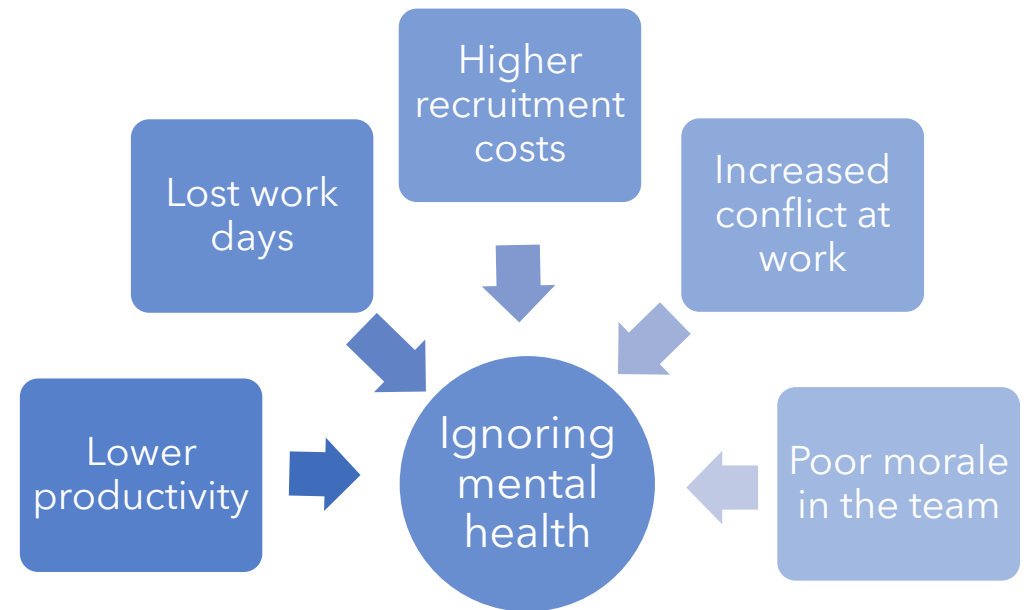
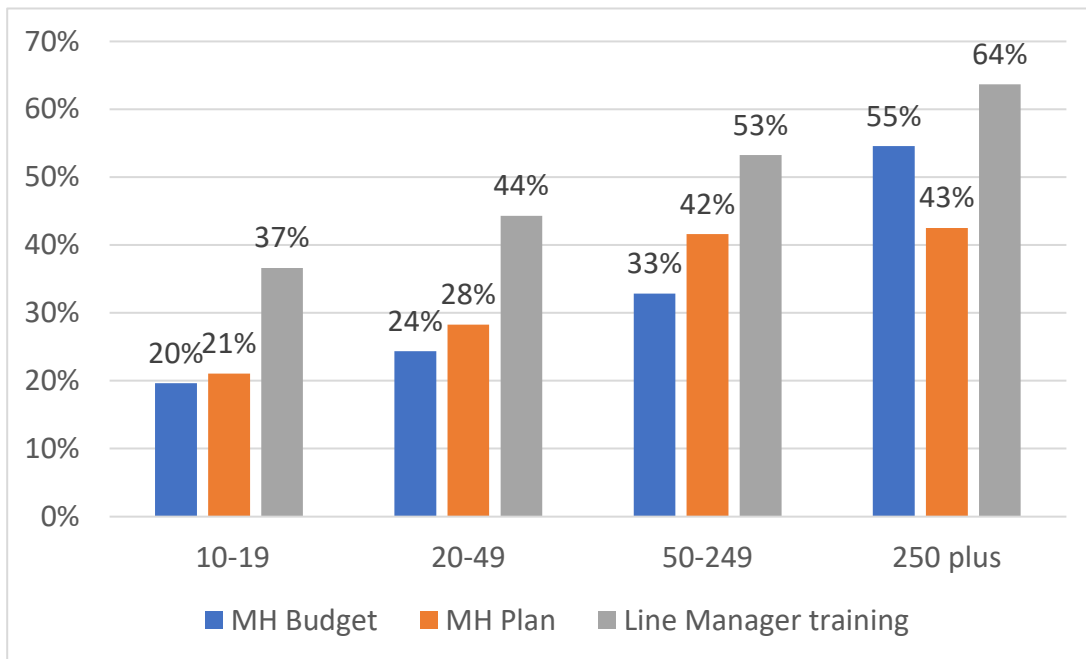


- Early intervention is key
- 1 in 6 experience stress/depression/anxiety
- Boosts inclusivity & moral
- Reduces absenteeism & presenteeism
- Workplace issues will spill into our personal lives

Source: ERC (2023) Workplace Mental Health in Midlands firms 2023: A longitudinal study

# Smaller firms less likely to adopt initiatives to support MH

Adoption of MH budget, MH plan and Line Manager training increases with firm size (no. of employees)



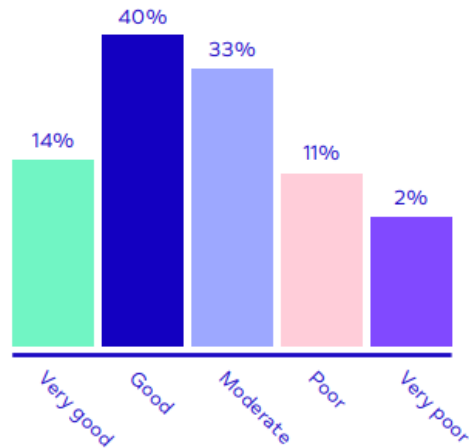
Source: ERC (2021) Workplace Mental Health in Midlands Firms 2021

# Let's now look at employee level Mental health prevalence



## Current state of mental health

Based on 41,927 responses to this question.



**60%**

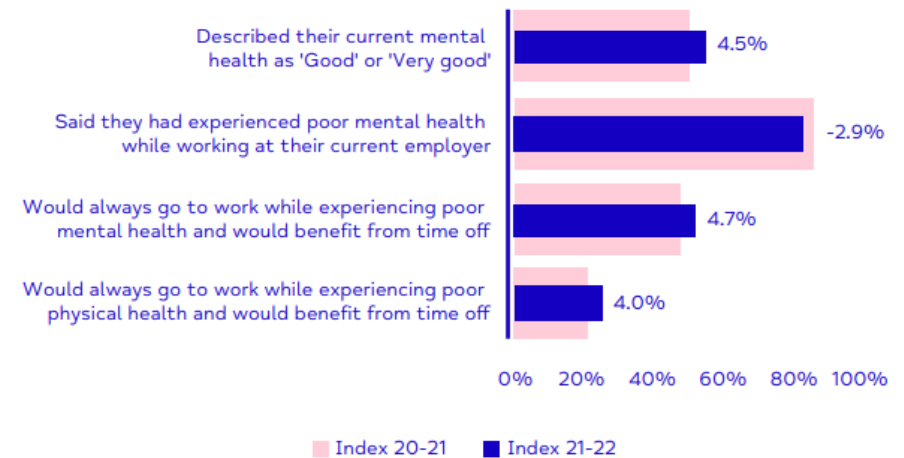
generally happy at work in the last month (prior to Index completion)

**50%**

anxious on multiple occasions in the last month (prior to Index completion)

Of those who experienced poor mental health, **30%** have taken time off because of it. Of these, **31%** said it was for a reason other than mental health.

## Year-on-year comparison



LGBTQ+ employees reported their mental health as **14.8%** lower, and **13.5%** more reported feeling anxious on several occasions (compared with non-LGBTQ+)

**7.7%** more people of colour rated their mental health as 'good' (compared with non-POC)

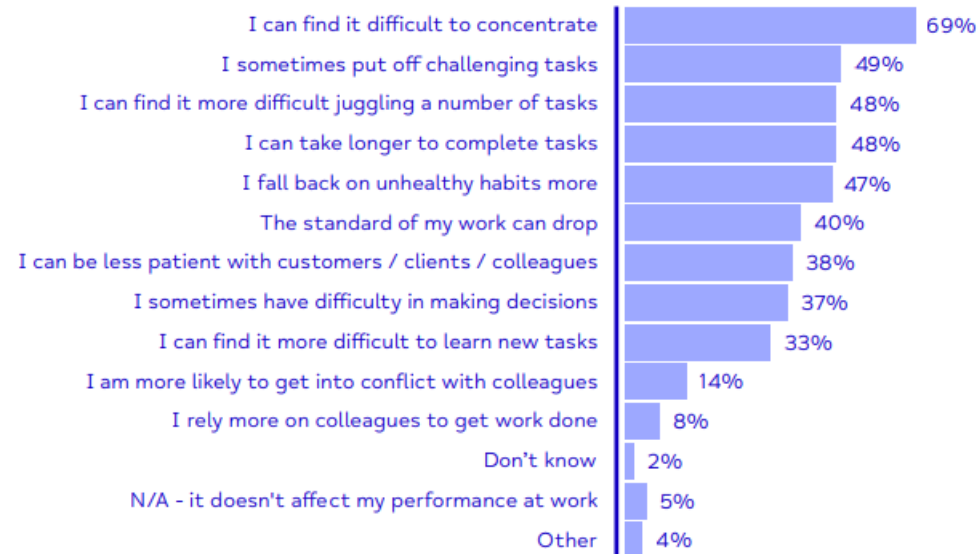
**4.8%** fewer employees in early careers rated their mental health as 'good' (compared with non-early careers)

# Disclosure and Impact?



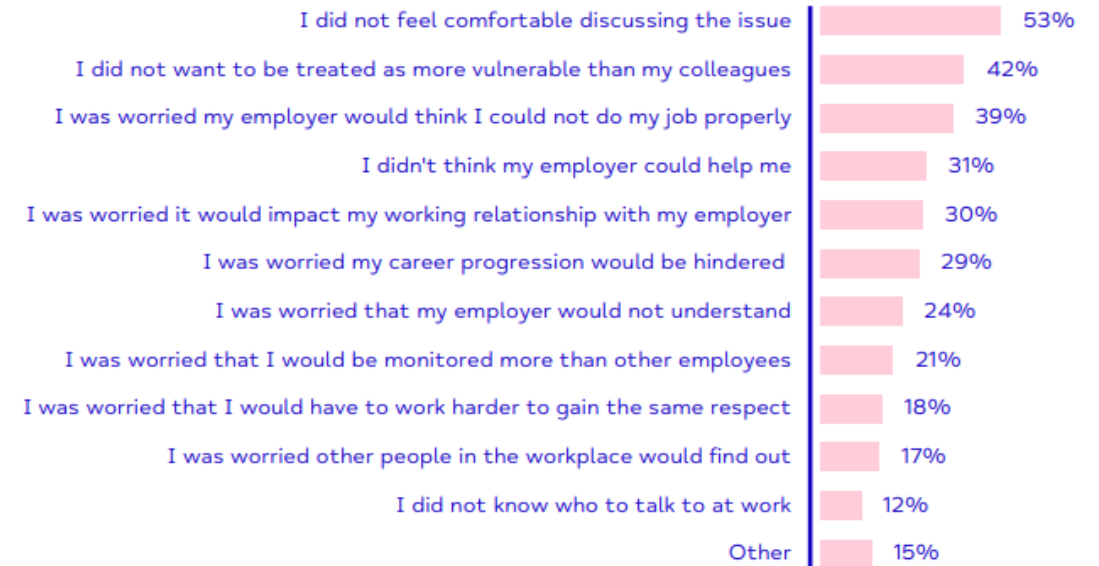
## Impact of poor mental health on employees (respondents could select multiple options)

Each bar as a percentage of 29,209 respondents asked this question.



## Reasons for not disclosing poor mental health (respondents could select multiple options)

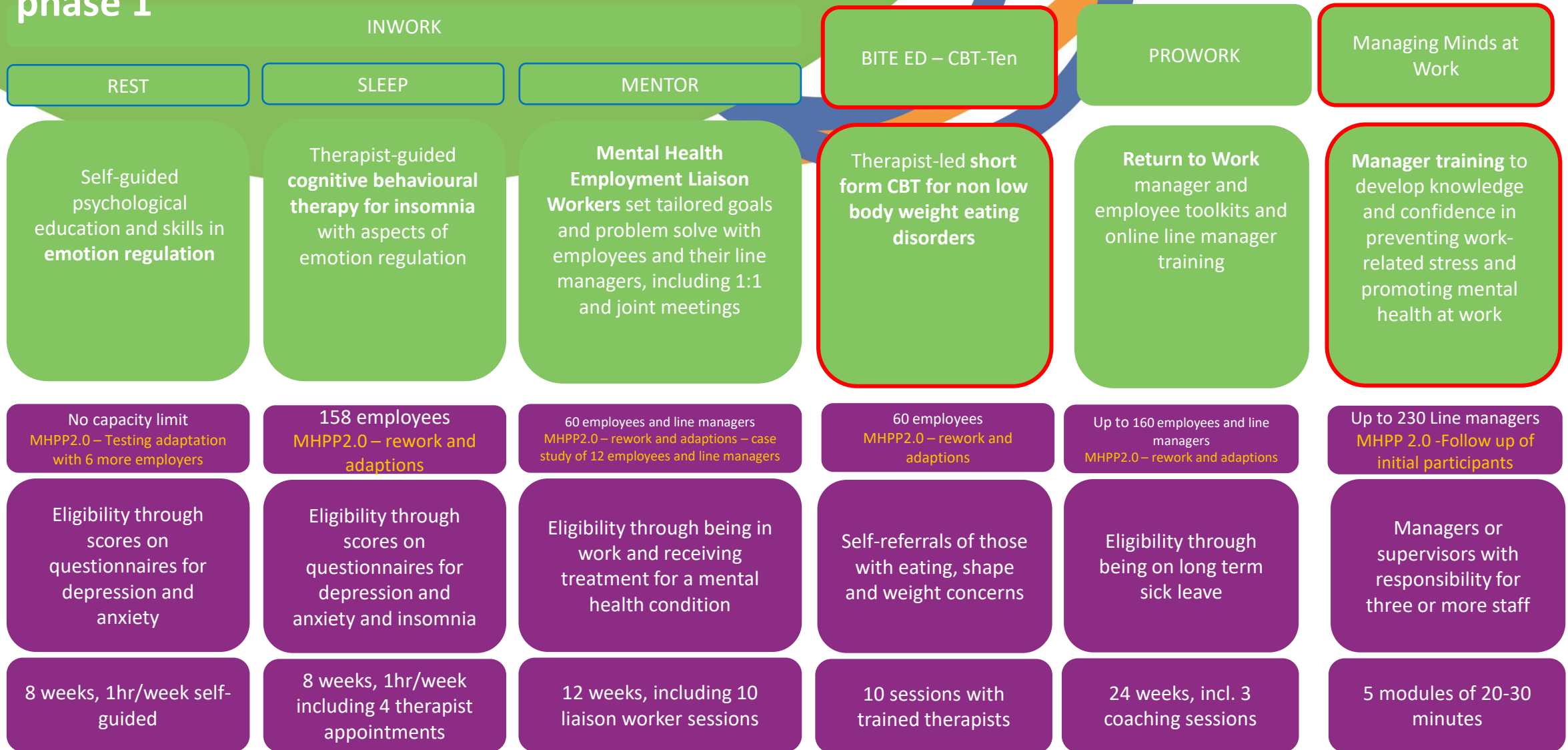
Each bar as a percentage of 12,215 respondents asked this question.





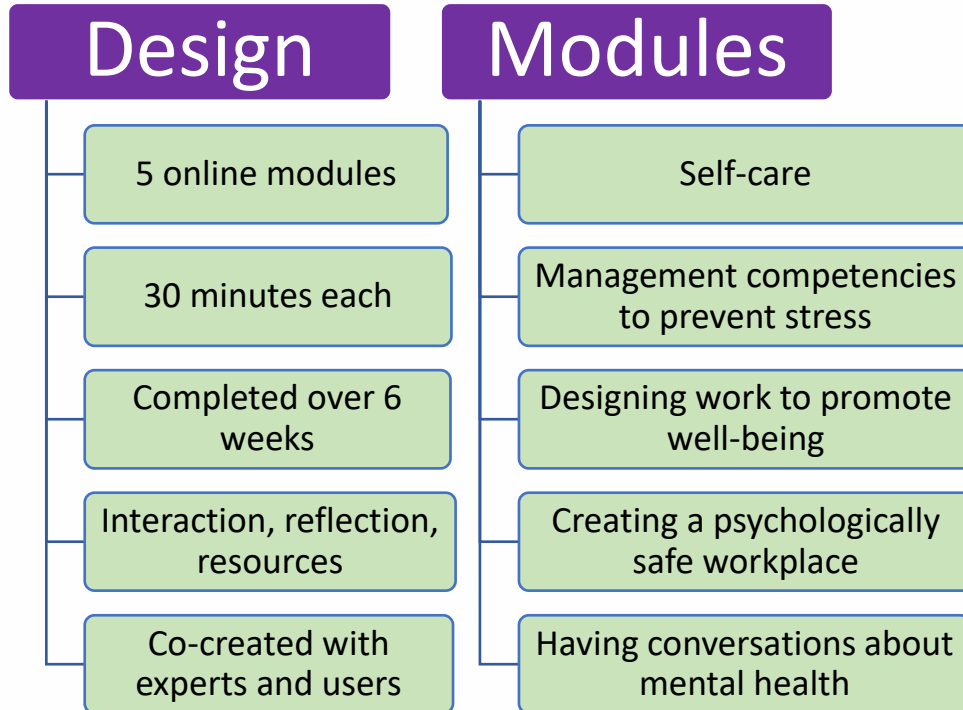


# What we did: pilot interventions phase 1



Including Thrive at Work and the Mental Health at Work Commitment - MHPP has worked with 965 organisations reaching out to 800,000 employees and saw 2 million views of our anti-stigma campaign (Bridge the Gap – Start the Chat)

# Line managers are key - The Managing Minds at Work Training



- Emerging Evidence
  - Participants were positive about the format and content of the intervention
  - Significant improvement after 3 months in line manager wellbeing, knowledge and behaviours, but not confidence
  - Barrier – time to complete during working hours
- Next Steps in MHPP 2.0
  - Refining and adapting the training based on feedback and further stakeholder engagement
  - Explore how this (and other MHPP pilots) are best implemented in organisations to ensure integration with other strategies, policies etc and maximise effectiveness
  - Examine access issues for sectors, employers and employees who we haven't engaged with

# Things to consider in the post pandemic work environment

- The pandemic has changed the shape of work beyond recognition.
  - Working from home
  - Hybrid working
  - Working in the workplace
- What does working from home look like?
  - Where are employees working at home?
  - Evidence suggests greater productivity but there are:
    - Potential distractions
    - Boundary issues
    - Lack of physical activity – removal of commute
- New employees taken on in a hybrid environment.
  - Onboarding
  - Tacit knowledge exchange
  - Managing workload
- Who is looking after the Executive leaders or those tasked with caring within the workplace?



# Phase 2- Enhanced MHPP Offer



## The #MHPPJourney

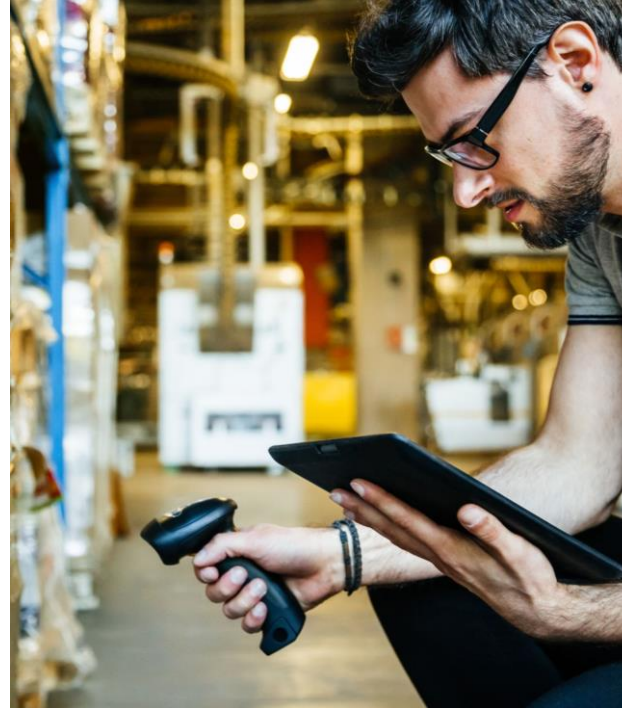
Realise the benefits of supporting mental wellbeing in the workplace

800+ employers have embarked on the #MHPPJourney to help increase productivity and drive the UK economy, to make the Midlands the place of choice to live and work



Join the #MHPPJourney today - [www.mhpp.me](http://www.mhpp.me)

- **Baseline Survey**
  - Employer level data – demographics, finances, turnover
  - Policy review
  - Employee survey inc. GAD7, PHQ9, WEMWEBS, EQ5D-5L
- **MHPP Wellbeing Review Report provided**
- **Intervention implementation**
  - Supported by engagement officer
- **Post Interventions survey**
  - Employer level survey
  - Employee survey
- **Analysis – qualitative and quantitative analysis**
- **cost utility, QALY changes, financial impact of intervention on productivity – employer and employee level analysis**



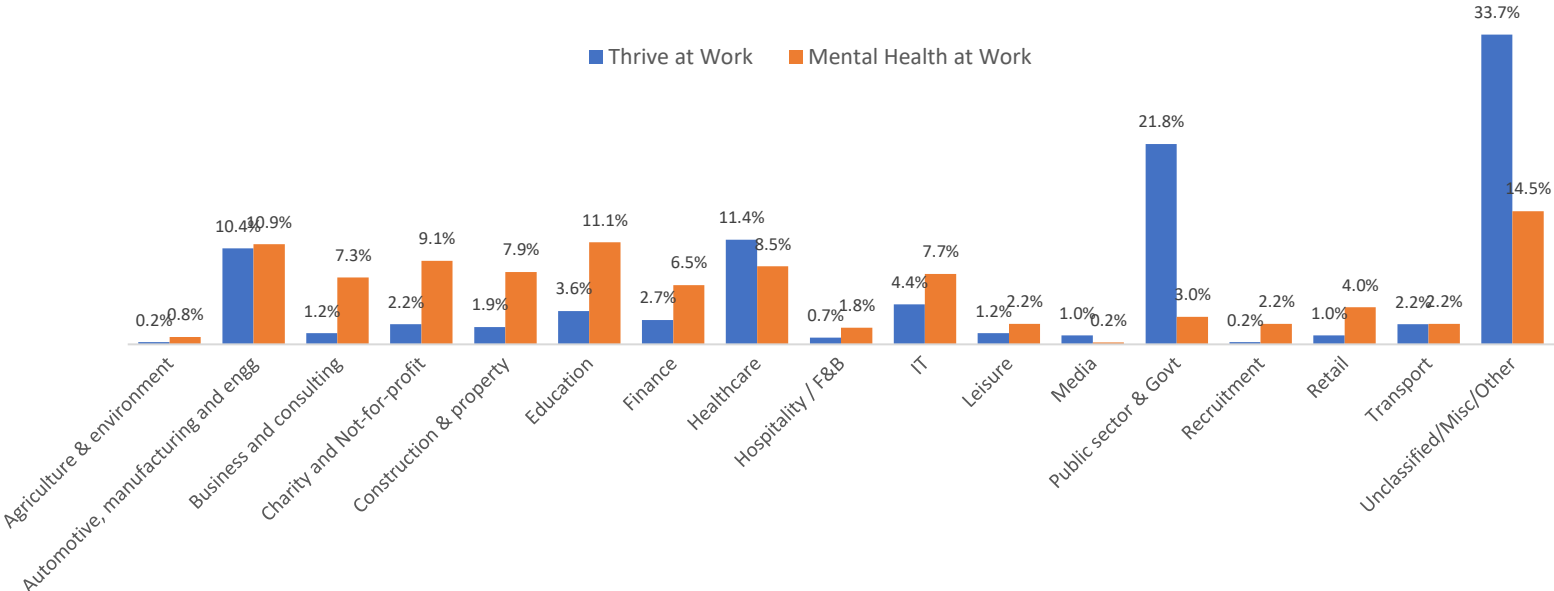
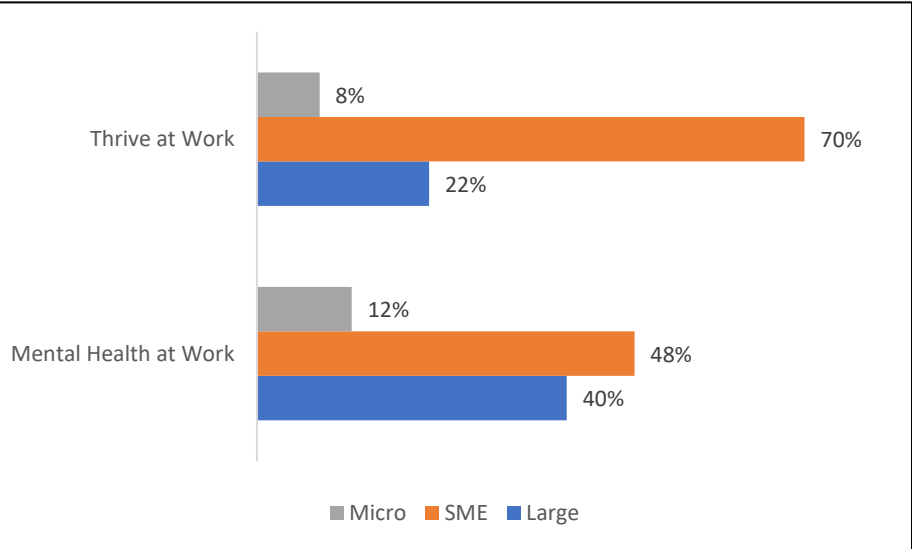
## Key sectors we are targeting

- Construction
- Distribution
- Education
- Hospitality
- Manufacturing
- Retail
- Social care
- Transport

# Total sign-ups *(Based on data to 30 March 23, Milestone 21 submitted on 30 April)*

Organisational sign ups	Thrive at Work	Mental Health at Work	Sub-totals	
Black Country; Greater Birmingham and Solihull; Coventry and Warwickshire (WP LEPs)	312	144	456	West Midlands
Derby & Derbyshire; Nottingham & Nottinghamshire; Greater Lincolnshire; Leicester & Leicestershire (EM LEPs)	47	161	208	East Midlands
Herefordshire, Shropshire and Telford & Wrekin; Stoke-on-Trent & Staffordshire and Worcestershire LEPs	53	83	136	Other ME LEPs
Multiple ME LEPs		98	98	Multiple ME LEPs
<i>This is Me (data captured between July 2019-June 2022 only)</i>			67	
<b>GRAND TOTAL</b>	<b>412</b>	<b>486</b>	<b>965</b>	<b>Midlands Engine</b>

## Sign-ups by region and size of organisation

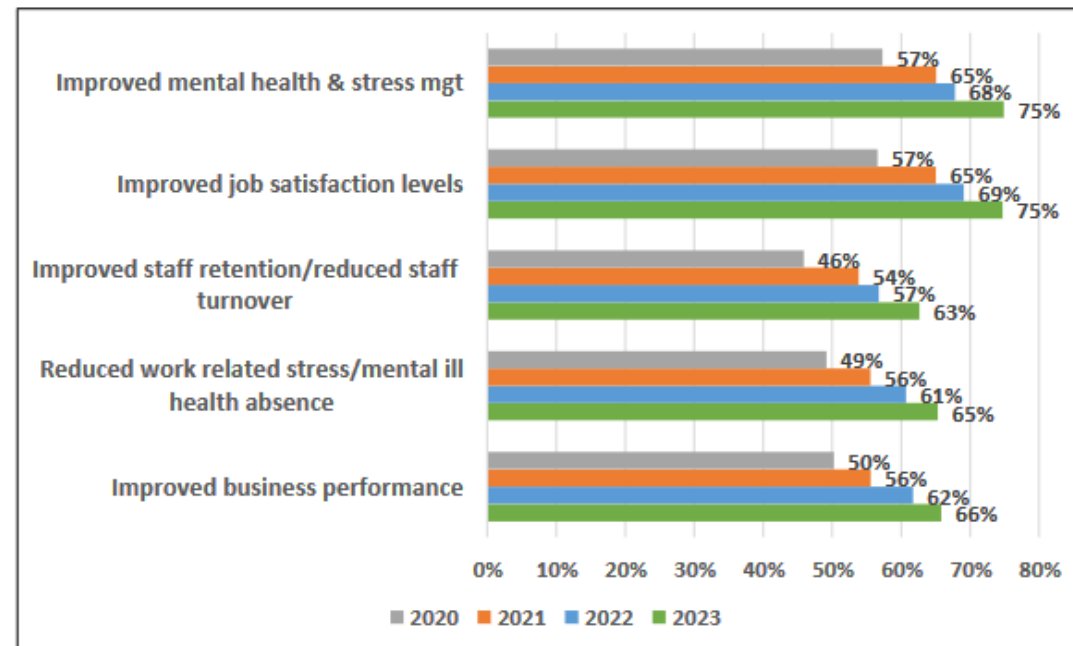


# Emerging Learning



1. General perception is that interventions are making a difference.
2. So many offers in the market place make it difficult for organisations to choose what is evidence based and effective.
3. Implementation requires more than e-learning. Early indications suggest hand holding is needed to support the journey particularly for SMEs .
4. Data driven insights are not routinely used effectively to inform decisions or interventions.

Reported impacts of MH activities, all firms, 2020 to 2023



Source: ERC (2023) Workplace Mental Health in Midlands firms 2023: A longitudinal study



# Key Takeaways



1. Implementation needs a top down and bottom up approach - delivery of a good workplace mental health strategy requires coproduction from all levels within the organisation.

2. Although the moral and economic case is clearly made, enabling organisations to identify what the right interventions to implement, requires employer and employee data to create a bespoke offer.

3. There isn't a one size fits all approach for work place mental wellbeing – But we can do more health creation with employees at little or no cost.



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## Any Questions?

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