

How we can help you

IOSH's vision is for a world of work that is safe, healthy and sustainable, and we know this can only be achieved by working with our stakeholders, such as businesses and policy-makers.

As a charity and international NGO, we help organisations of all shapes and sizes with free events, guidance, tools and services – see www.ohtoolkit.co.uk, covering stress, and www.iosh.co.uk/freeguides, covering health, wellbeing and return to work issues.

And, because of our position as the leading professional body in safety and health, we regularly receive requests from politicians and civil servants for our expert view on safety and health issues.

We can give you up-to-date information on how legislation is working in practice, access to experts in the field and the latest research findings on occupational safety and health. IOSH can supply briefings for debates, assistance with Parliamentary Questions, cross-party awareness-raising events and information on key issues affecting your constituents. And we provide reliable, evidence-based responses to consultations on a wide range of issues.

You can reach us by sending an email to publicaffairs@iosh.co.uk.

For more information about IOSH, please visit our website, www.iosh.co.uk.

IOSH is the Chartered body for health and safety professionals. With more than 44,000 members in over 120 countries, we're the world's largest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We're the voice of the profession, and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with international NGO status.

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**Institution of Occupational
Safety and Health**
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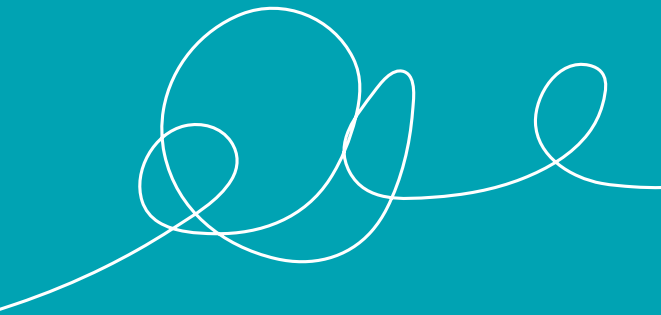
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Promoting mental health at work



www.iosh.co.uk

What are the issues?

- At any one time, one in six workers experience mental health problems such as stress, depression and anxiety
- Around 440,000 cases of self-reported stress, depression or anxiety accounted for 9.9 million days of absence, 43% of all working days lost due to ill health, in Great Britain in 2014–15 (HSE)
- Work-related stress, anxiety and depression potentially cost Great Britain an estimated £6.6 billion in 2014–15
- Stress-related absence in the past year is reported to have risen in around 40% of organisations (and half in the public sector) (CIPD, 2015)
- But nearly half of private sector organisations who rank stress in their top five causes of absence are not taking steps to address it (CIPD, 2015)
- Stress is more prevalent in public service industries such as education, health and social care, public administration and defence (HSE)
- Workload pressures, tight deadlines, excess responsibility and lack of managerial support are the main factors causing work-related stress, depression or anxiety (LFS, 2009/10–2011/12)

What can be done?

- Glasgow City Council estimated a saving of £4.5 million in the first year of a combined initiative to tackle absence, musculoskeletal disorders and stress
- Leeds Metropolitan University's stress management programme, with self-help resources and training for managers, saw a fall in stress-related absence by 16% and a saving of around £75K a year
- EON provided self-help materials and road shows, leading to a 25% fall in new cases of work-related mental ill health and related absence
- BT's mental health initiative on prevention, protection and intervention saw a 30% fall in related absence and a return-to-work rate of 75% for people off work for more than six months with mental health problems
- Burnley Borough Council's wellbeing strategy, with free information, training for managers and stress workshops, led to a drop in days lost due to stress from 3.35 to 2.55 per employee in a single year

What we say

- Good work is good for health and wellbeing – all work should be safe, healthy and supportive
- Mental health should be given parity with physical health and stigma should be ended
- Positive feelings about work have been linked with higher productivity, profitability and customer and worker loyalty
- Poor stress management has a human, business and economic cost, leading to illness, absence and underperformance
- We need better designed and managed work – through improved education, training and awareness
- Many employers are realising the considerable benefits of promoting mental health at work

“Work-related stress is the adverse reaction people have to excessive pressures or other types of demand placed on them at work”
(HSE)