

Mental Health in Workplace Settings

David McDaid

London School of Economics and
Political Science

With Additional Technical Input
From: Karl Kuhn, Paul Litchfield,
Linda Seymour, Richard Wynne

Additional comments and
suggestions from more than 50
individuals/organisations across
Europe



MENTAL HEALTH IN WORKPLACE SETTINGS



CONSENSUS PAPER

Policy Context

- Lisbon Agenda: EU goal for economic growth and competitiveness. Targets towards **full employment, greater social inclusion**
- Community strategy on health and safety at work (2007-2012)
- Commission white paper "together for health" (2008-2013)
- Framework Directive on Stress/Violence in Workplace
- Sustainable development strategy

Work and Mental Health

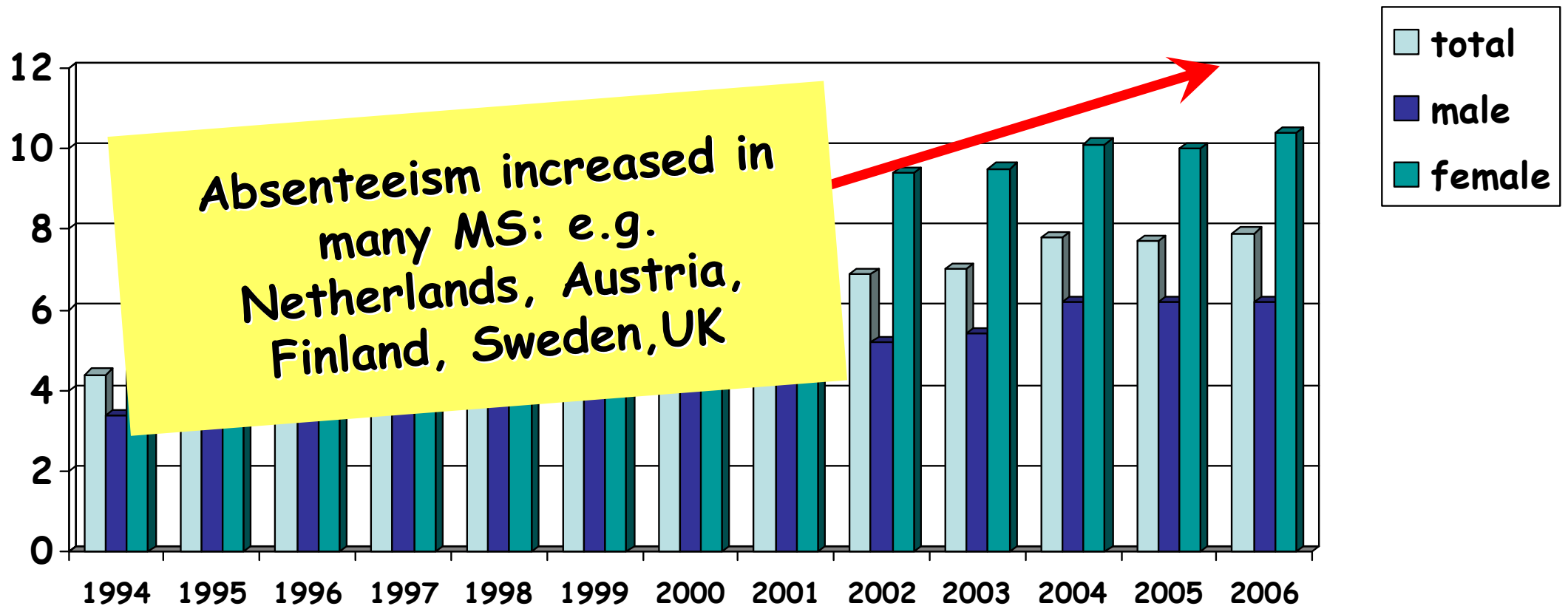
- Work can be beneficial to MH
- Social inclusion, status, sense of identity
- Good MH can help company performance
- Enhance company reputation
- Benefits from econ growth & tax revenues
- But....poor working environment can lead to undue stress and be adverse to MH
- Non work-related problems can also become visible in the workplace

Consequences

Regardless of whether due to work environment or not:

1. Absentism
2. Presentism
3. Early retirement
4. Lost career opportunities
5. Exclusion from work

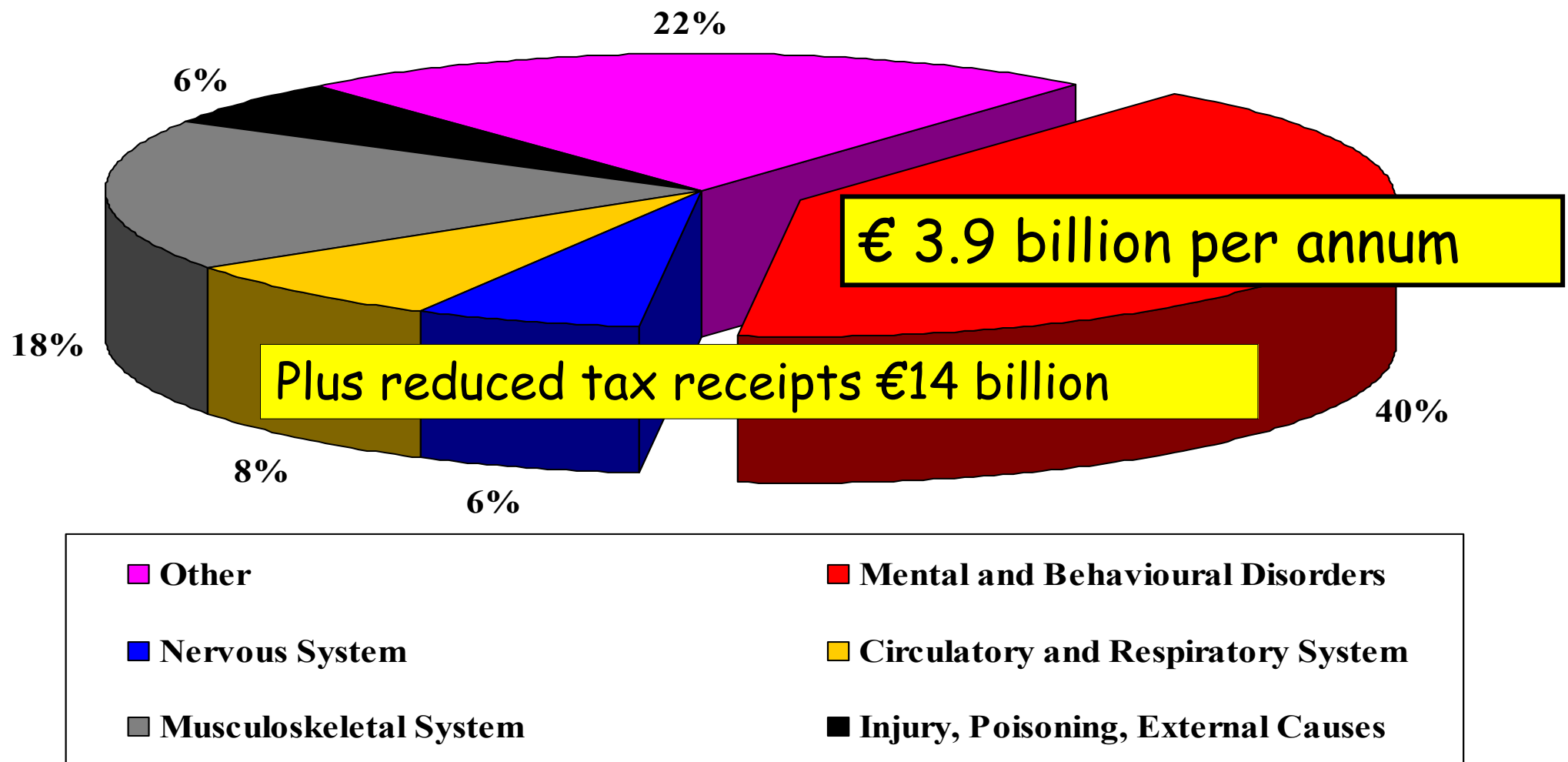
Poor mental health increases absenteeism



Percentage of absenteeism due to mental illness on total days of absenteeism from 1994 to 2006 for members of the Allgemeine Ortskrankenkasse (AOK) which is the biggest sickness fund in Germany

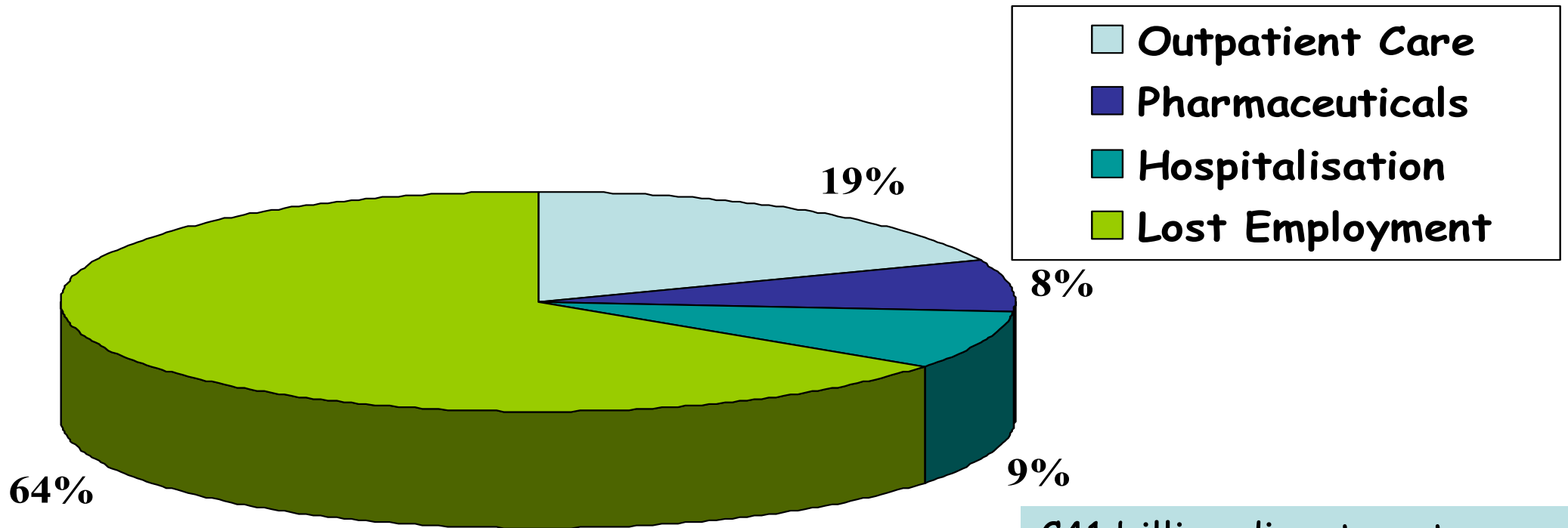
Source: Kilian & Becker 2007

Costs to social welfare systems: Great Britain 2007



Source: Department of Work and Pensions, Great Britain 2007

Depression: costs to EU economy



€41 billion direct costs

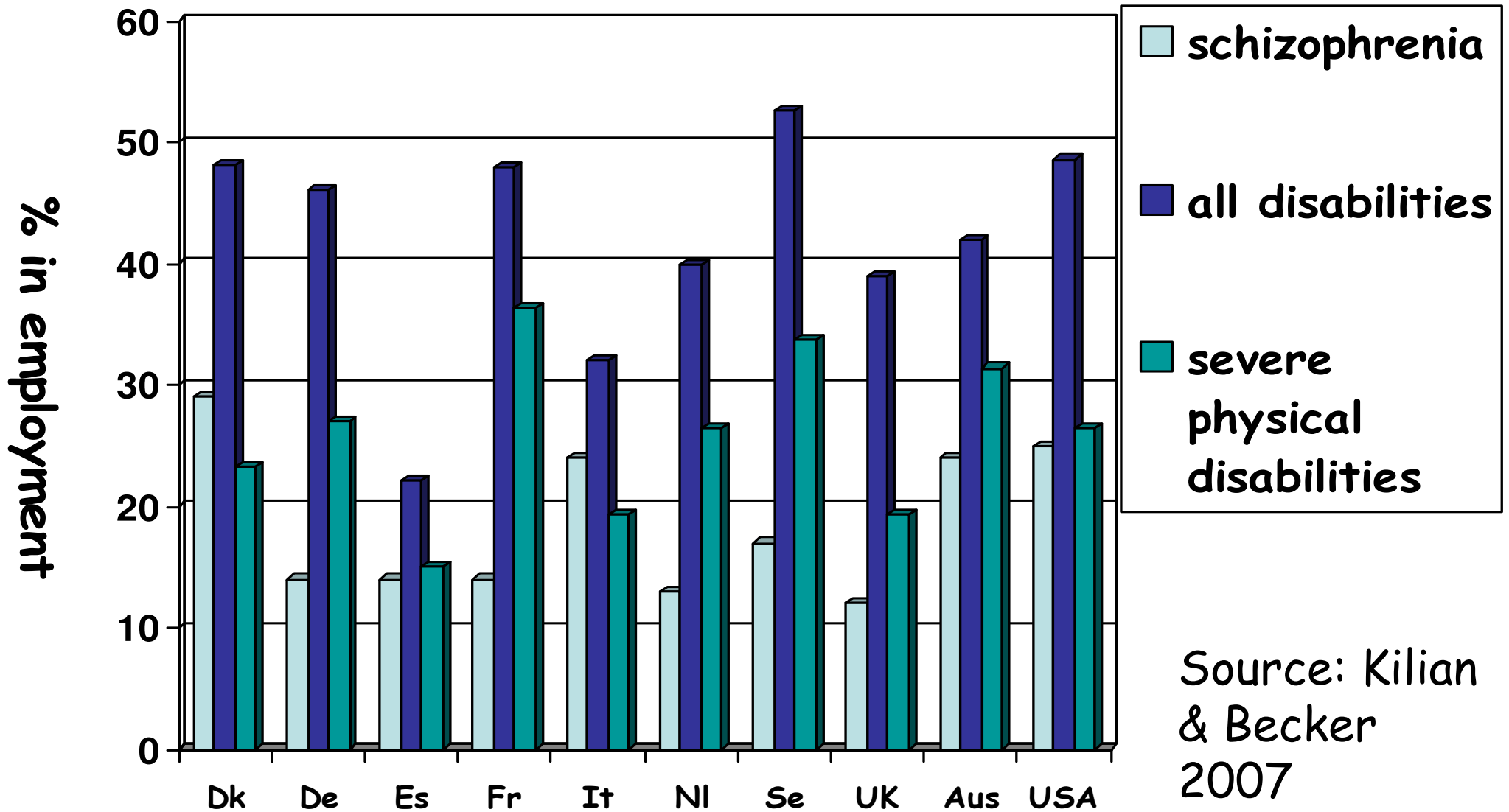
€77 billion productivity losses

€35 billion productivity losses for cardiovascular disease

Sobocki et al , J Mental Health Policy & Econ, 2006

Leal et al, European Heart Journal, 2006

Exclusion from employment



Source: Kilian
& Becker
2007

Promoting Wellbeing at Work

- Workplace culture/environment conducive to health
- Flexible working and support / e.g. access to child care
- Job modification/career development
- Physical exercise programmes
- Multi-component wellbeing programmes

Prevention/management of work-related stress and MH problems

Identification of workplace risk factors

Organisational measures to reduce risk

Training and awareness for managers and employees

Early identification and enhanced care management

Cognitive behavioural models

Counselling and specific psychological supports

Reintegration into employment

- Maintaining contact with employers when on sick leave can be crucial
- Developing rehabilitation plan: phased return to work; job modification;
- Supported employment schemes for people with severe mental health problems
- Flexible benefit systems; if job does not work can get benefits back quickly

Advancing the Pact's Priorities

- Added value of good mental health
- Identify non-health initiatives with mental health outcomes
- Facilitate new partnership opportunities
- Bring together stakeholders to share information and identify gaps for action
- Improve the knowledge base: comparability, quality, trends and progress