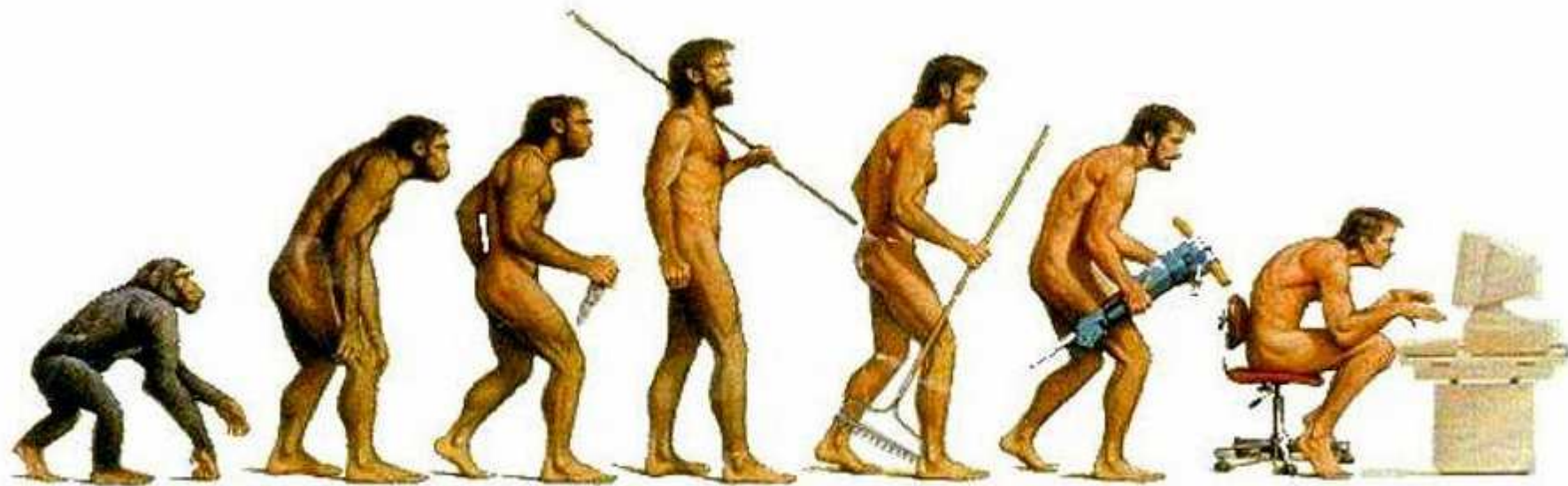




## ***Enjoyment of a Healthy Workplace: supporting physical and mental health***

# Evolution ?



## Work was the main source of physical activity



3,840 Kcal per day



720 Kcal per day



# Most people walked every day



120Kcal in 30 mins



30Kcal in 30 mins

# We spent our leisure time differently



480Kcal per 2 hours

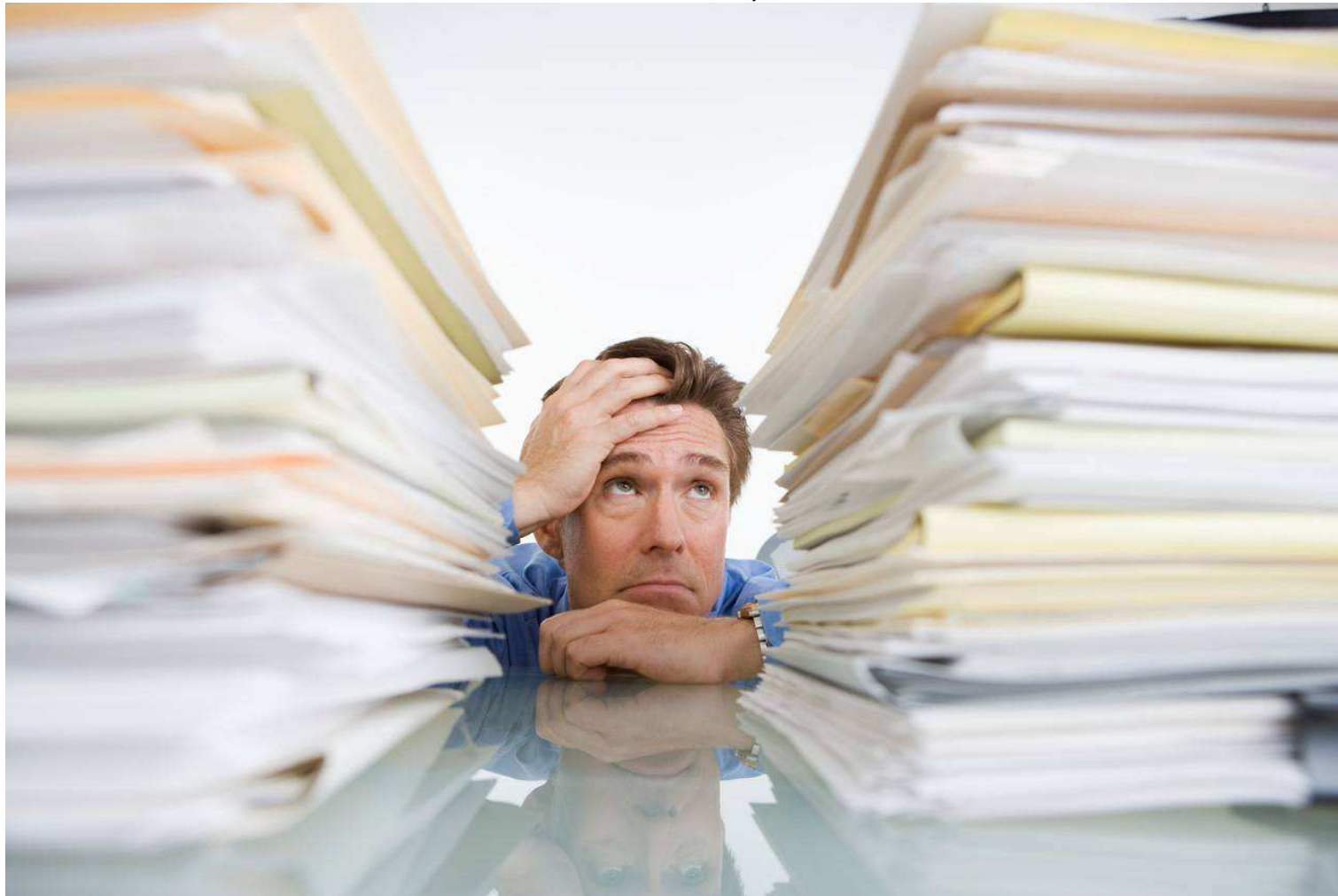


120Kcal per 2 hours

# Stressor – 20,000 B.C.

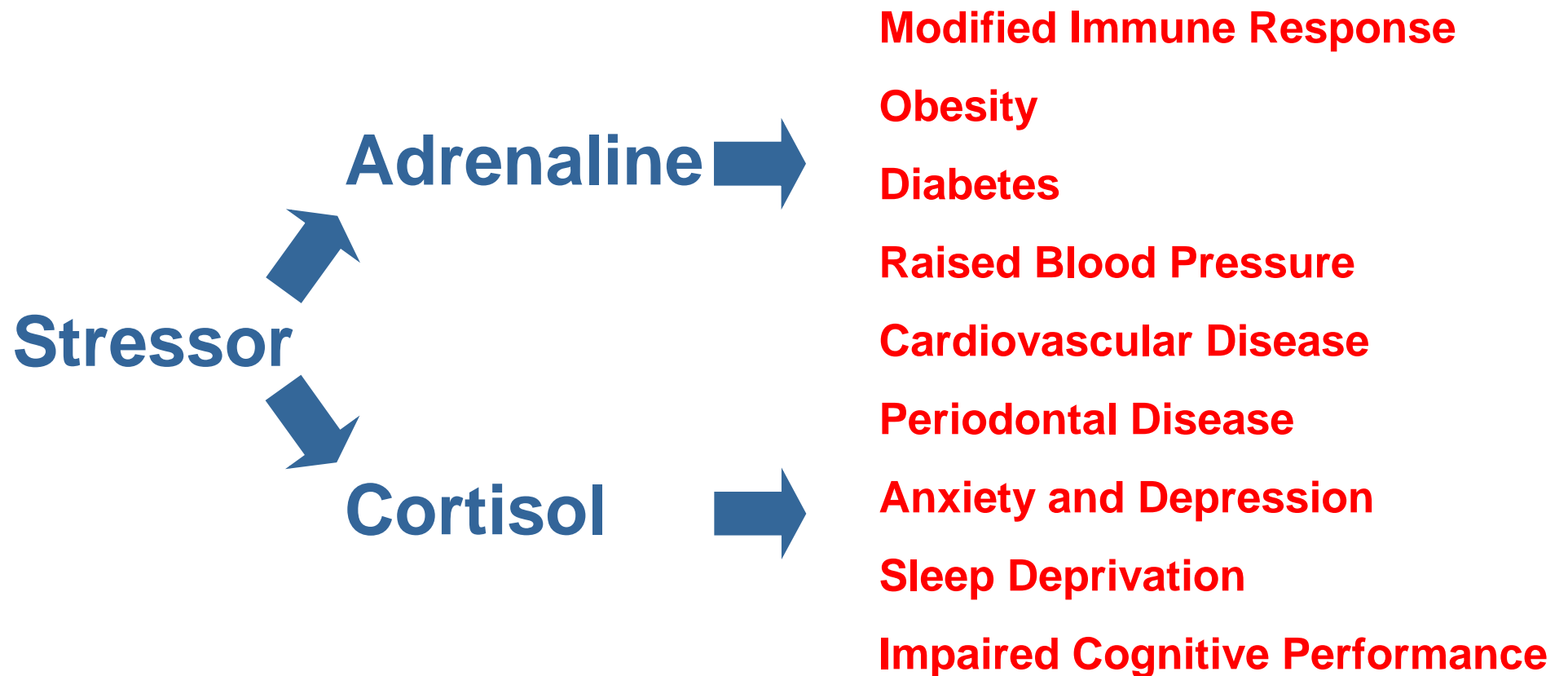


## Stressor – 2,000 A.D.





# The Stress Response





# Stress: A Definition

'The adverse reaction people have to excessive pressures or other types of demands placed on them'

*Health and Safety Executive*

- Stress happens when demand exceeds ability to cope
- Too much for too long is damaging

# Work and Stress

- Each year 1 in 4 people experience a mental health problem
- Over half a million people report that work related stress made them ill.
- 1 in 5 people say that they find their work very or extremely stressful.
- One third of absences from work are due to stress related illness (only 14% officially certified).
- 16% of managers had taken time off work due to stress in the last 12 months.

*Health & Safety Executive*

- 34% of mental health service users are dismissed or forced to resign because of mental health issues

*Read J & Barker S, 'Not Just Sticks Stones' (1996)*

- 90% of companies have no mental health policy

*CBI/DOH, 'Promoting Mental Health at Work'(1997)*

- 53% of service users in employment are fearful of revealing their mental health problems to employers

*MIND (2001)*

- Nearly half of employers think that none of their workers will ever suffer from a mental health problem

- Over two-thirds think prevalence is in the range 0–5 per cent

*Sainsbury Centre for Mental Health (2007)*

# Credit Crunch and Recession





# Presenteeism: A Definition

.... is the opposite of absenteeism. In contrast to absenteeism, when employees are absent from work, presenteeism discusses the problems faced when employees come to work in spite of illness, which can have similar negative repercussions on business performance.

*Wikipedia (2009)*

# Presenteeism: The Impact

- Employees operate below capacity
- Equity impact upon others
- More prone to mistakes
- Infectious diseases affect other employees
- Potential to cause long-term illness

## Presenteeism: The Evidence

- Presenteeism is difficult to measure, but growing international evidence is highlighting its scale
- Presenteeism attributable to mental health problems accounts for 1.5 times as much working time lost as sickness absence in the UK
- The average cost of presenteeism is estimated at £145 a day (higher than that of sickness absence)
- The annual cost of presenteeism attributable to mental health problems amounts to £605 for every employee in the workforce, or £15.1 billion at the national level.

*Sainsbury Centre for Mental Health (2008)*

# Presenteeism: Cost Per Average Employee



*Sainsbury Centre for Mental Health (2008)*



# Promoting Physical Activity in the Workplace

1. Policy and planning
2. Implementing a physical activity programme
3. Components of the physical activity programme
4. Supporting employers

*National Institute for Clinical Excellence (NICE) - 2008*

# Stress Management Standards

- Demands
- Control
- Relationships
- Role
- Change
- Support

*Health and Safety Executive - 2008*

## A Mentally Healthy Workplace

- Control over pace and style of working
- Consultation on key issues
- Clear about expectations
- Supportive management
- Regular supervision/appraisal
- Clarity around role
- Reward linked to effort
- Collaboration on key issues
- Socially inclusive environment
- Effective communication
- Promoting Active, Healthy Lifestyles

*Scottish Centre for Healthy Working Lives/  
Scottish Development Centre for Mental Health - 2008*

## Breakout Sessions

