Top 6 Reasons Why YOU SHOULD INVEST IN STAFF MENTAL HEALTH

1. **Reduce Staff Turnover**
   A review by Theresa May found that 300,000 people left their job in 2017 due to mental health issues. Reduce your staff turnover, prevent re-training – look after the staff you already have.
   #retention

2. **Cut Sick Days**
   Mental health issues such as stress, depression or anxiety account for almost 91 million days off sick per year, costing the UK businesses £30bn+ a year. Turn it around, cut sick days.
   #timetotalk #withoutstigma

3. **Decrease Grievance or Discrimination**
   Grievances or more simply: ‘concerns, problems or complaints that employees raise with their employers’, are on the rise. Create a strong working relationship with your team instead and create a positive Mental Health Plan.
   #starttheconversation

4. **Ensure a Healthier Workplace**
   On average, employees take 7 days off work a year for health reasons and it is estimated that mental health issues account for 40% of this figure. Yet up to 90% feel unable to be honest about this being the reason for their absence. A working environment and culture that promises wellbeing can reduce the risk of mental health problems developing.
   #wellbeing

5. **Improve Staff Morale**
   There is a strong link between levels of staff wellbeing and performance. Taking a positive, proactive approach to mental health at work can help you grow your staff and your organisation. By both attracting a great calibre of staff who prioritise their wellbeing.
   #talentattraction

6. **Upstand the Law**
   If a mental health issue has adverse effects on someone’s ability to perform day-to-day tasks, this is considered a disability protected under the Equality Act 2010. Employers have a duty to make reasonable adjustments in the workplace. Employers also have a legal duty to protect employees from stress at work by doing a risk assessment and acting on it.
   #HSE #stress

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