

Healthy and Present

A Guide to Impactful Workplace Mental Health Support



Healthy Teams, Stronger Workplaces

FOREWORD

Each year, around 300,000 people with a mental health condition leave their job often because they didn't get timely support.

This trend is a major driver of long-term worklessness in the UK with mental health conditions like workplace stress, depression, and anxiety accounting for over half of all work-related ill-health cases and a significant proportion of long-term absences.

When you simplify, personalise and measure what you offer your employees, you're not just supporting your people, but building a stronger, more sustainable organisation for the future.

Mental health support that is evidence-based, delivered by accredited clinicians and works collaboratively with your current providers doesn't just improve employee mental health, it strengthens performance and retention, improves company culture, and reduces absenteeism.



Why Organisational Wellness Works for Everyone

When we create supportive environments where wellbeing is genuinely valued, every team member experiences greater fulfilment and engagement. When employees feel seen and cared for, corporate and organisational relationships strengthen, helping everyone work together effectively towards a shared goal.



Higher Staff Retention

Talented professionals who feel connected to the organisations they are part of are more likely to stay in their jobs, preserving valuable experience and knowledge.



Increased Productivity

When messages are clear, access is easy and the culture is right then individuals feel safe and supported and can fully engage in showcasing their best work.



Lower Costs

When people are offered the right support at the right time, and you have the data to evidence effectiveness then costs are lowered.

Workplace Mental Health in Numbers

£85B

The National Deficit

Lost productivity, sickness absence and turnover cost the economy **£85 billion a year**, around **7% of GDP**.

50%

The Leading Cause

The Health and Safety Executive attributes **50% of work-related absenteeism to mental health challenges**.

£23.5B

The Hidden Bill

Absenteeism and presenteeism cost the UK economy **£23.5 billion a year**.

79%

Workplace Stress

79% of UK workers experience workplace stress regularly, with an average of **21.6 days lost** per case of work-related stress.

60%

60% of the largest UK-listed employers **lack robust operational management** of workplace mental health.

10%

Nearly 10% of UK adults took time off for mental health reasons over the past year, with 45% of these absences lasting a month or longer.

£30K

Replacing an employee on a salary of more than £25,000 **can cost over £30,000, according to Oxford Economics** - making retention through mental health support a sound financial investment.

**£212
per day**

Onebright's ROI calculator demonstrates that the average cost of an absent employee comes to **£212 per day**.

42K



For a business with 100 employees, reducing absences **by just two days each** could **save over £42,000 annually**.

Is There a Gap in your Workplace Mental Health Provision?

Awareness around mental health has increased, and many organisations are investing more than ever in support. Yet we're still seeing high rates of absenteeism, presenteeism and a troubling number of employees falling through the cracks.

This is what we call the wellbeing paradox. On paper, there's plenty of help. In practice, too many people still aren't getting the right help at the right time.

So, where's the gap?

The real gap is in the fit of the current provision on offer. It's the difference between employees accessing your current provision of EAP and PMI services, and understanding absenteeism data and uptake of services, to identify the specific individuals who are falling through the gap, not accessing the right mental health support when they need it.



Do you know what impact your mental health support is delivering?

If not, it's important to ask the right questions about your organisation with your providers:

- ✓ What is the uptake of the support being provided to employees?
- ✓ Are outcomes clearly measured and reported?
- ✓ Is the support evidence-based and clinically appropriate?
- ✓ Is your provision inclusive, easy to use and accessible?
- ✓ Is support signposted effectively?

Closing the gap means moving beyond provision alone and focusing on making a difference by delivering the right support which reaches people when they need it most, that fits their lives and is easily accessible.

How to Effectively Measure Mental Health Support in Your Workplace

Understanding the return on investment (ROI) of your mental health provision gives you a clearer picture of both workforce health and business performance.

With our online employee ROI calculator, you can quantify the cost of:



Employee Sick Days

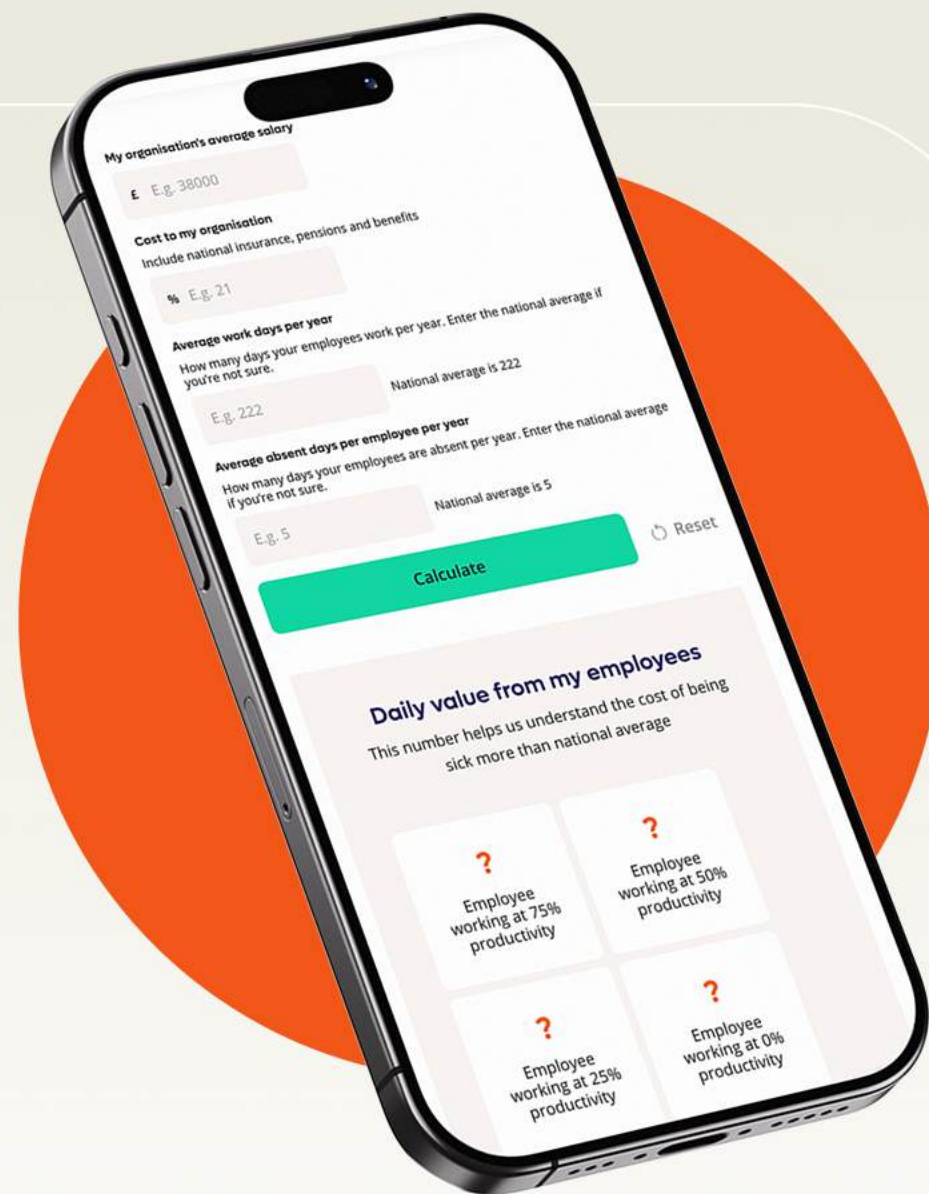


Absenteeism



Presenteeism

This can help you identify areas for improvement and implement effective mental health strategies that address these issues and improve your employee ROI rate, as well as your company culture.



Providing the right mental healthcare for your employees, at the right time, has a profound effect on absenteeism, presenteeism, and your organisation's bottom line. It:

- ✓ Enhances productivity and focus
- ✓ Increases employee engagement
- ✓ Increases employee retention
- ✓ Improves company culture
- ✓ Delivers cost savings
- ✓ Helps employees to get back to work and remain in work

Use Our Free Calculator To Measure The ROI Of Your Mental Health Provision [Here](#)



Rapid Access to Mental Health Support Reduces Absenteeism

Want to Make a One-Off Mental Health Referral for an Employee? **Now You Can.**

Being able to speak to a clinical expert and access the right evidence-based treatment quickly makes a huge difference to health outcomes for employees.

It is one of the most important factors when thinking about the effectiveness of therapy and treatments, and it can directly impact and improve productivity, workplace culture and the bottom line.

A “**Rapid Access**” service can provide employees with ad-hoc access to mental healthcare across the UK. Employees can be referred to the service by their employer and receive an appointment with a clinical expert within days, helping to reduce waiting times for mental health assessments and therapy, and reduce workplace absenteeism.

The service is particularly helpful for organisations with employees who have symptoms of anxiety and depression, work-related stress and addictive behaviours. It is also available without long-term contracts or commitments. You can access this on a ‘pay as you go’ service with no minimum spend increasing accessibility to businesses.

The Benefits of This Approach:



It reduces absenteeism across an organisation, improves recovery and increases return-to-work rates



It is a cost-effective way of helping more employees to receive the right mental health therapy for their needs



Employees have easy access to mental health services without the barrier of approaching HR or Occupational Health teams



Employees can access the service without having to share personal information with their employer - encouraging more employees to seek the support they need without feeling embarrassed.

Your Mental Health Checklist



Before introducing anything new, take a step back and understand how your current mental health support is performing.

What's being used? What's working? And where are the gaps?

1. Assess your current provision

- ✓ Is support being used?
- ✓ Is it signposted and easy to use?
- ✓ Do you frequently evaluate and evolve strategies with your provider?

2. Look at the data and track key indicators:

- ✓ Absenteeism
- ✓ Presenteeism
- ✓ Engagement
- ✓ Uptake of services

3. Understand your people

- ✓ Who are they? (e.g. generational differences, neurodivergent)
- ✓ What pressures are staff under? (e.g. caring responsibilities)
- ✓ What barriers do they face? (e.g. remote working, generational differences, neurodivergent profiles)

4. Listen to your employees

- ✓ Collect anonymous employee feedback
- ✓ Check-in with employees that have confided in you or team members

5. Identify specific groups or individuals that are falling through the gap

6. Speak to Onebright to develop specialised pathways, personalised to your needs

Through continued communication and collaboration with a provider, you can start to spot risk factors and patterns earlier. This allows you to target those groups or individuals with additional and appropriate support before they hit crisis point, moving away from intervention towards prevention.

About Onebright

Onebright is a mental health specialist with over 25 years' experience. With this clear focus, expert teams and smart technology, we provide best in class outcomes, governance and reliability working with more than 200 businesses, the NHS, major insurers and blue light organisations.

We are experts in workplace related mental health and offer clinically led guidance regarding all matters of employee mental wellbeing in the workplace. We enable organisations to implement effective corporate mental health strategies.

Whatever the issues you're grappling with we can provide the right mental health clinician to give you expert support and advice.

We Empower Organisations To:

- ✓ Uncover working practices that are limiting performance
- ✓ Increase productivity and deliver a return on investment in mental health
- ✓ Build expert support programmes for employees
- ✓ Help you develop in-house solutions for employees



**Contact Us Now To Improve
Your Workplace Mental
Health Provision**



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