

Employer Guide to Support for Mental Health in the Workplace

This is a quick guide for you and your staff on local and national support services relating to mental health in the workplace.

Approximately 1 in 6 adults in Scotland will experience a diagnosable mental health problem in any given year. Most are in employment.

At the sametime it is estimated that ¹15.4 million working days are lost to poor mental health, averaging at 26 days per person.

The average employer of 25 employees can expect mental health issues to cost their business around £18,943 a year.

The good news is that there is lots of support out there, and with a few simple steps, employers can cut those costs by 30% and with a small investment they can be reduced further still.

The information has been set out to allow people to find the information and help they need quickly and easily from the organisations listed:

Page 3 **Health & Work Support** (www.healthandworksupport.scot)

Page 4 **Workplace Team, Health Promotion Service**
(www.healthyfife.net/workplace-team-health-promotion-service/)

Page 5 **Fife Employment Access Trust** (feat.org.uk)

Page 6 **Supported Employment Service** (www.fifedirect.org.uk/swses)

Page 7 **Mental Health at Work** (www.mentalhealthatwork.org.uk)

Page 8 **See Me** (www.seemescotland.org/workplace/see-me-in-work/)

Page 9 **Business Disability Forum** (<https://businessdisabilityforum.org.uk/>)

¹ Statistics sourced from Health Scotland and See Me in Work, 2019.

The organisations listed in this guide provide a range of advice, support and services – some are there to help employers create healthy workplaces, others are there for when things go wrong.

To help you navigate the different types of support we have colour coded the different elements of provision as follows:

1. **Universal** - Support to help you create a healthy workplace (denoted by a green background).
2. **Additional** - Support for when you need help/advice (denoted by a yellow background).
3. **Intensive** - Support for oneself or staff when mental health problems arise (denoted by an orange background).













