

IMPROVING EMPLOYEE MENTAL WELLBEING: TOP TIPS FOR EMPLOYERS

The impact of a mentally healthy, supportive work environment on overall employee wellbeing cannot be overstated. Today's busy world has made prioritising mental health a crucial aspect of workplace culture - in fact, the CIPD reports that more than 90% of UK organisations who engage with health & wellbeing now promote better mental health as their primary focus.

To help improve your organisation's mental health approach, we've put together a few key areas that can impact your employees' mental health.

1 RAISE AWARENESS OF COMPANY RESOURCES

- Promote your Medicash health cash plan and EAP service
- Establish employee resource groups (ERGs) for support and feedback



2 SHOW RECOGNITION OF EMPLOYEE ACHIEVEMENTS

- Promote a positive environment during team debriefs
- Use internal communications to celebrate employee achievements
- Encourage honest feedback from employees



3 PROVIDE OPPORTUNITIES FOR BREAKS

- Offer meaningful activities during break hours such as mindfulness or fitness sessions
- Encourage employees to take regular screen and focus breaks to spend time outdoors



5 BUILD A CULTURE OF PSYCHOLOGICAL SAFETY

- Ensure that employees feel safe to discuss difficult topics such as workload, culture, and social aspects with managers
- Train Mental Health First Aiders to provide mental health support for colleagues



4 ENCOURAGE OPEN CONVERSATIONS AND SAFE DISCUSSIONS

- Invest in mental health training for your managers and leaders
- Offer opportunities to share stories with workshops and coffee mornings
- Support the social side of work with teambuilding and events

