



# The financial & human cost of the UK's workplace mental health crisis

## Poor employee mental health is



costing UK employers **£45bn** a year



the most common **cause** of long-term **employee absence**.<sup>1</sup>



**Employee burnout** is now classified as a **World Health Syndrome**.<sup>2</sup>



Evidence shows the current solutions aren't working:



Since 2017 **cost of poor mental health** in the UK has **increased by £6bn**



Reporting of common **mental health problems** by UK employees **increased by 72%** between 2018-2019.<sup>1</sup>

Yet very few companies are doing anything about it...



55% of UK businesses **don't have a formal strategy or plan** in place for employee wellbeing.



<50% of UK businesses are **taking a preventative approach to managing stress**.<sup>3</sup>

Employee Assistance Programmes are **prescriptive and lack choice**, failing to address the issue, and **barely breaking even** with:



**2-5%** engagement rates<sup>5</sup>



**1.4x** return on investment<sup>1</sup>



**There is no one-size-fits-all solution** for sustained mental wellbeing.<sup>1</sup>



**Employees need choice** to meet their individual needs.<sup>1</sup>

New **personalised, choice-based** mental wellness platforms are **leading the way**, offering up to



**9x ROI**<sup>1</sup>

Millennials & GenZ talent are **looking for workplaces that support their mental wellbeing**:

Gen Z employees

**75%**

Millennial employees

**59%**

left roles voluntarily for mental health reasons.<sup>4</sup>

Companies investing in employee mental health through preventative mental wellbeing programmes will see on average:



return on every £1 spent<sup>1</sup>

by way of **increased productivity, reduced absenteeism** and **improved workplace culture**.

1 Deloitte: Mental health and employers, refreshing the case for investment  
2 WHO: Burn-out an "occupational phenomenon": International Classification of Diseases

3 CIPD: Health and wellbeing report 2020  
4 HBR: People want their employers to talk about mental health