



# HUMANs are your best RESOURCES.

Whatever your employees are facing, Nuffield Health can help.

# The greatest asset of any business is its people.

Did you know 57%<sup>†</sup> of all absence from work is caused by stress, depression or anxiety? By supporting emotional wellbeing, we can help employees to be fitter, happier and move from surviving to thriving.

## We all have emotional wellbeing needs.

1 in 4\* people in the UK will experience mental ill health each year. However, 4 in 4 people (all of us) have emotional wellbeing needs. Every one of us has a state of mental health that changes day-to-day depending on our experiences, just as our physical health does.

Research has shown that only 1 in 6\*\* employees feel comfortable discussing these needs with their employer. Employees fear it will hurt their career, don't know what is available or just don't know how to talk about their emotional wellbeing. As such, the needs of employees remain hidden.

# The cost of mental ill health.

Approximately 15.4 million<sup>†</sup> working days are lost each year through work-related stress, anxiety or depression.

Smart and successful businesses recognise the importance of supporting their employees' emotional wellbeing. By implementing a range of interventions you can reassure employees that a dialogue about mental health is welcome and expected at your organisation, helping to drive engagement, improve productivity and reduce mental ill health-related absence.



<sup>†</sup>HSE – Health and safety at work Summary statistics for Great Britain (2018)

\*Psychiatric Morbidity Survey (2007)

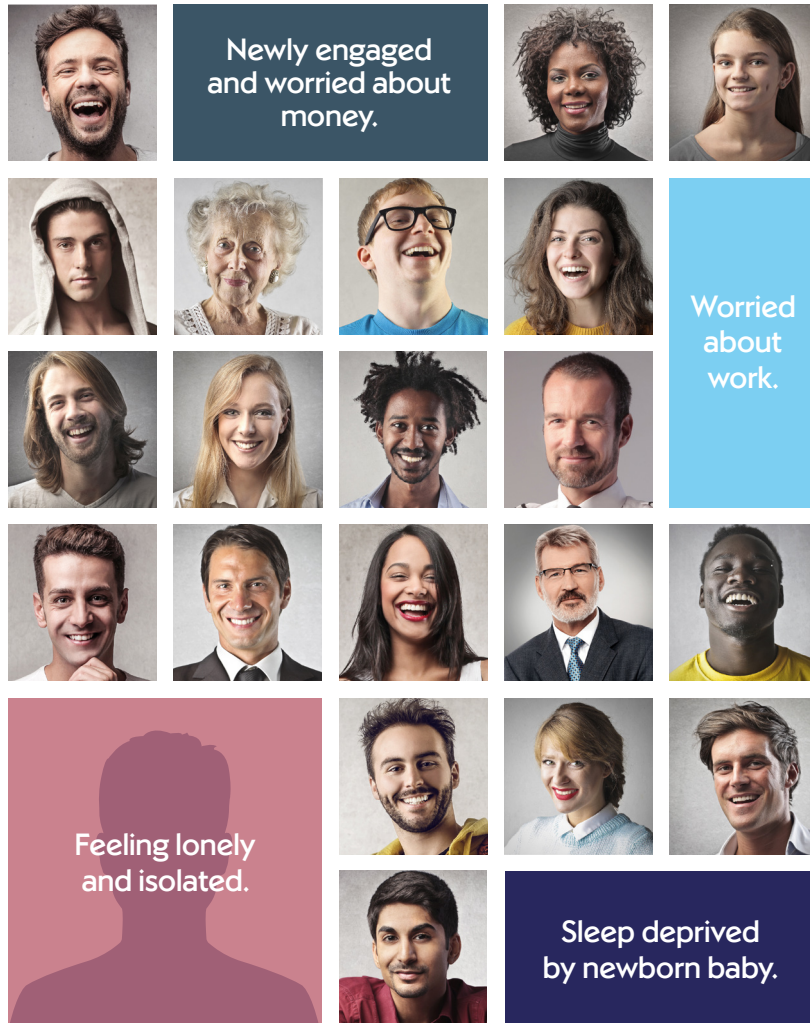
\*\*Business in the Community: Mental Health At Work Report (2018)

<sup>†</sup>HSE – Health and safety at work Summary statistics for Great Britain (2018)

\*\*Business in the Community: Mental Health At Work Report (2018)

\*\*\*Mental health and employers: The case for investment. October 2017, Monitor Deloitte

# Mental ill health isn't easy to see.



“When no two employees' needs are the same, how does a business tailor its emotional wellbeing strategy to encompass their entire workforce?”

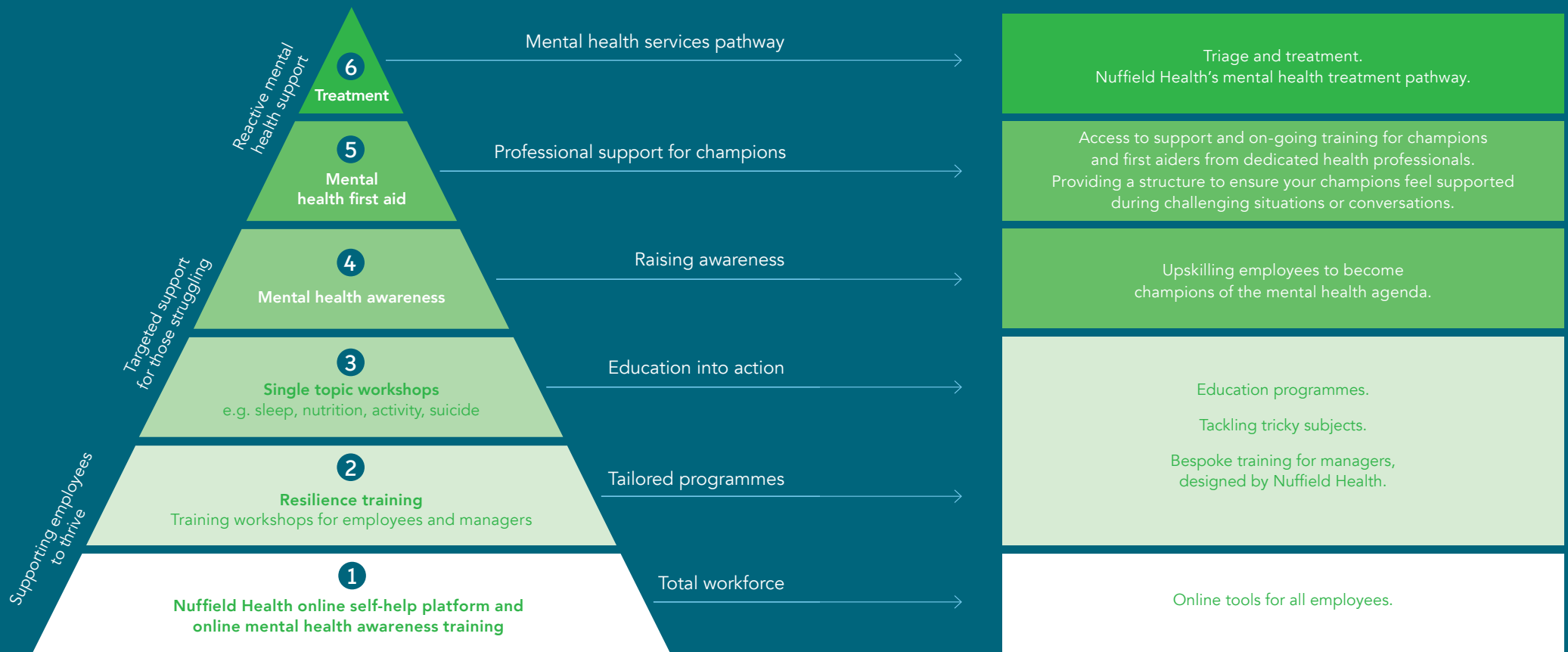
## Our approach.

Nuffield Health offers a full support model of emotional wellbeing services, from whole-of-workforce education through to individual interventions, enabling businesses to educate, upskill and support their employees effectively.

This all begins with changing the way we talk about mental health in order to positively impact the culture of the organisation. In turn, enabling employees to seek support early, limiting the impact on them, and the organisation they work for. Senior buy-in is key. Building a culture of open, transparent and meaningful conversation creates an environment where individuals can thrive, resulting in improved return on investment from wellbeing spend. To help employers achieve this, we offer multiple interventions to ensure organisations are equipped and able to respond to the changing emotional needs of their employees.

# A scalable approach for employers...

# ...and personalised support for individuals.





# Whole of workforce solutions.

## 1 Online mental health awareness training.

Changing the way we talk about mental health and encouraging open conversations.

Nuffield Health has developed an online training resource to improve mental health awareness, and confidence when talking about mental health and supporting others.

We have used this with our own work force and found that 94% of people who have taken the course feel more confident in knowing how to improve or maintain their emotional wellbeing and 93% feel more confident in knowing how to support a colleague who has shown signs of emotional distress. Content can be shared and developed for organisations to use on their own online training platforms.

### Nuffield Health online self-help platform.

Nuffield Health's validated self-help digital platform has been classified by NICE (2019) as Tier 3(B),

the highest evidence tier for digital health technologies. Achieving this level is associated with measurable user benefits.

Self-help subjects covered include resilience, mindfulness, money worries, long-term physical health conditions, anxiety and depression. Once read, the employee retains access for 12 months.

## 2 Resilience training.

We offer a pair of one-day courses (one designed for employees and one for managers). These courses focus on creating a working environment that allows employees to thrive and offers practical techniques to enhance personal and team resilience.

## 3 Single topic workshops.

These can be between one and three hours long and form part of a half-day or full-day event. Topics include 'An Introduction to Mindfulness', 'Sleep' and 'Suicide Awareness'. These workshop topics are delivered live or recorded as webinars and can be used as refresher training for mental health champions or mental health first aiders.

## 4 Mental health awareness training.

A half-day course aimed at employees who want to champion the mental health agenda within their workplace. Understanding the role of a workplace mental health champion and giving individuals the tools to take on this role in their business or department.



## 5 MHFA: Mental Health First Aid.

A two-day MHFA England course delivered by accredited Nuffield Health trainers. This course provides an in-depth understanding of mental health and the factors that can affect wellbeing.

Building practical skills to spot the triggers and signs of mental health issues, the course gives you the confidence to approach, reassure and support a person in distress. Enhanced interpersonal skills are also focused on, such as non-judgmental listening and the knowledge to help someone recover their health by guiding them to further support.

## 6 Treatment – our expertise delivered.

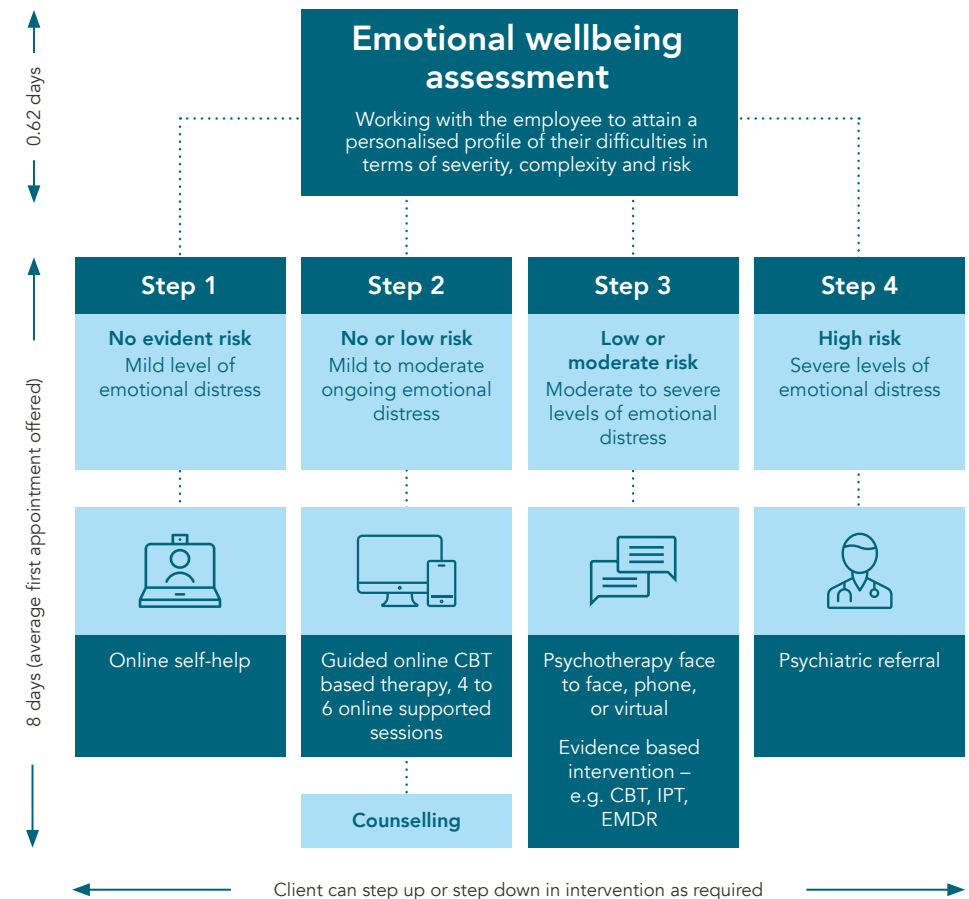
The Nuffield Health model of treatment has three key features:

- 1) It provides different types of psychological support for the individual, depending on the employee's need and preference.
- 2) Types of treatment provided include guided online therapy, CBT (Cognitive Behavioural Therapy), counselling and other types of psychological interventions, including psychiatric support (in more severe cases).
- 3) We match the most clinically appropriate treatment to the individual quickly, for timely and effective support.

All our therapists are appropriately clinically qualified and accredited.

# Treatment: Our mental health pathway.

We make sure the right level of treatment is delivered to the individual, at the right time.



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Given the impact of mental  
ill health on productivity and  
employee wellbeing, what is  
your company's approach  
to emotional wellbeing in  
the workplace?

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To find out more about emotional wellbeing,  
visit [nuffieldhealth.com/emotionalwellbeing](https://nuffieldhealth.com/emotionalwellbeing)  
or speak to your Nuffield Health Client Director.

To make an enquiry, email:  
[corporate@nuffieldhealth.com](mailto:corporate@nuffieldhealth.com)

**Nuffield Health. Specialists in you.**