



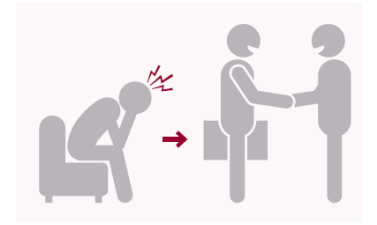
Why work & mental health?

Work and Mental Health Matters - Workshop

Professor Peter Kelly (Regional Director North East, Yorkshire & Humber Office for Health Improvement & Disparities)



Why work & mental health: our programmes/priorities



- OHID
 - national perspective
 - regional perspective
- Regional programmes & networks:
 - Work and Health
 - Mental Health
 - Y&H ADPH – Inclusive & Sustainable Economies priority

Health and work cycle



A healthy and happy workforce has synergistic benefits for:



workplaces



productivity



the economy



Mental Health and Work

Being in employment reduces the risk of depression and psychological distress



Young professionals have emerged as the most vulnerable demographic in the workplace

They are **twice as likely to suffer from depression** compared to other age groups in the workforce, and more susceptible to leaveism and financial concerns.

Work can also be a cause of stress and common mental health problems

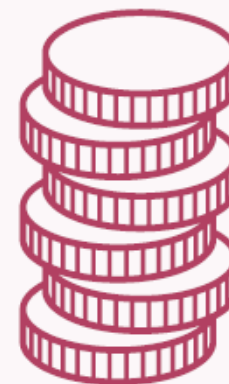
In the UK,

17.5 million days



were lost in 2018 to work-related stress, depression or anxiety

Poor mental health costs UK employers up to



around **£45**_{bn}

This consists of around:

£7_{bn} absence costs

£27–29_{bn} presenteeism costs

£9_{bn} turnover costs

The evidence is clear:



People who are unemployed have poorer mental health

Impacts on children of people who are unemployed

People with poor mental health issues are more likely to become unemployed

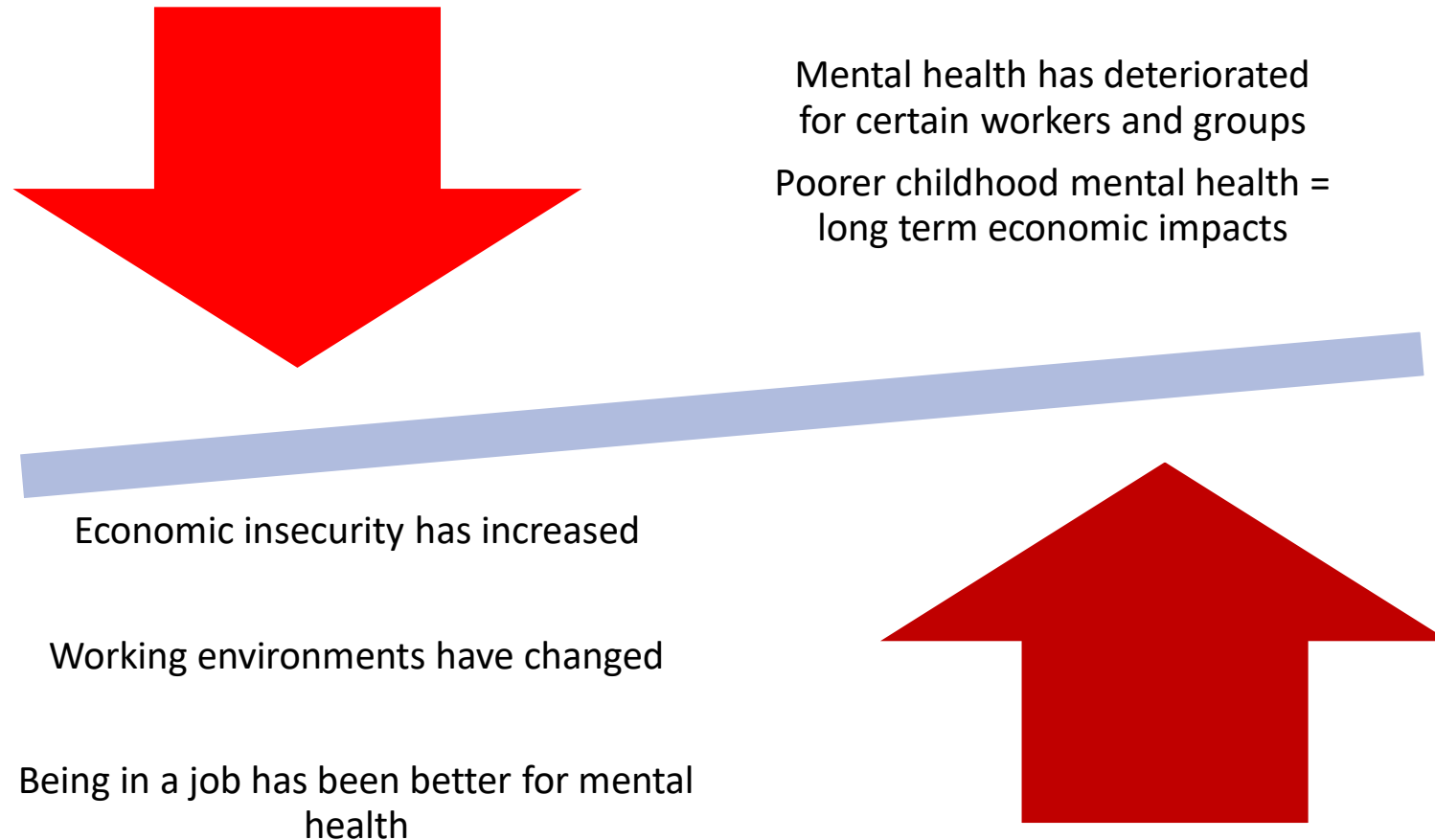
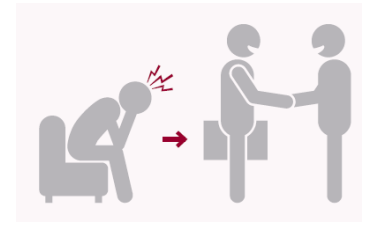
Re-employment is good for mental health

Good work is good for health

Stigma impacts work and mental health outcomes in many ways



There have been unequal impacts as a result of the pandemic:



Impacts of the pandemic on claimants in Y&H



	Claimant count Jan 2020	Claimant count Dec 2021	% increase total claimants (Jan 2020 to Dec 2021)
York	1,780	2,940	65
Sheffield	11,125	18,070	62
Bradford	16,265	25,375	56
Leeds	16,945	25,985	53
Rotherham	5,755	8,590	49
Doncaster	7,120	10,425	46
Wakefield	6,420	9,355	46
North Yorkshire	6,185	8,945	45
Barnsley	4,940	6,875	39
Kirklees	9,820	13,390	36
Calderdale	4,695	6,200	32
Hull	9,500	12,510	32
East Riding	4,455	5,720	28
North Lincolnshire	3,430	4,225	23
North East Lincolnshire	4,105	4,765	16

- 51,000 more claimants*
- 45% increase
- 25-49 year olds
- Gender inequality
- All Local Authorities
- Unequal across Y&H patch
- Some areas males or females more affected
- Plus, ESA claimants for mental and behavioural disorders is higher in Y&H than the England average**

*Claimant count = the number of people claiming Jobseeker's Allowance plus those who claim Universal Credit who are out of work
 **ESA = a benefit for people who have a disability or health condition that affects how much you can work.



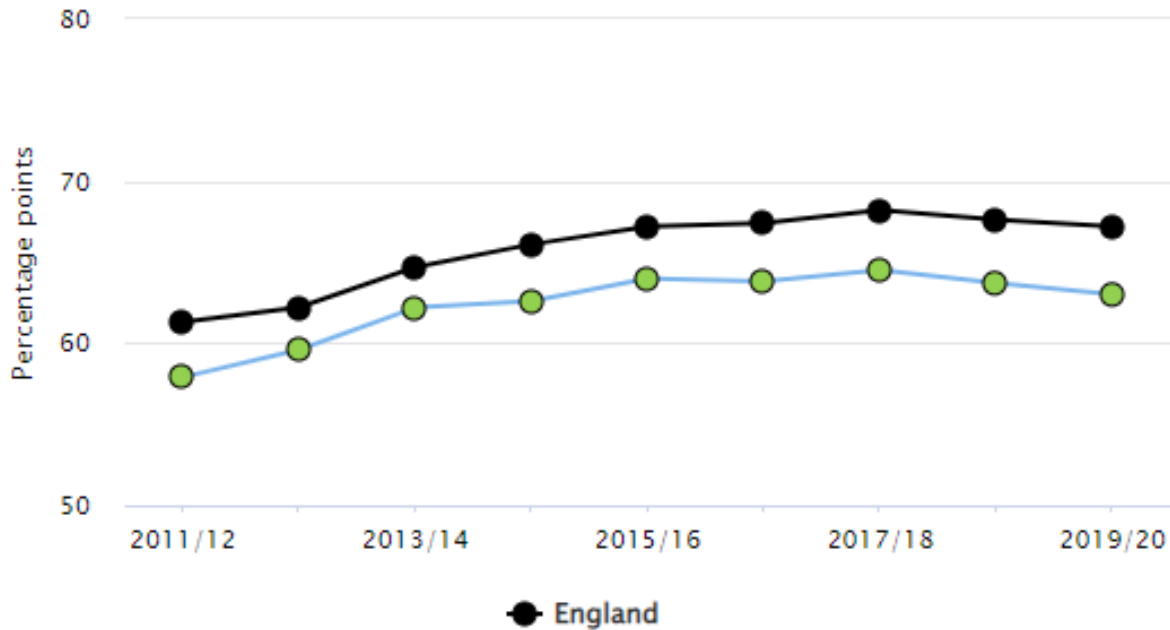
Trends & Inequalities – Employment & Mental Health:



✓ Whilst employment levels have increased!



▪ Inequality – employment gap has also increased



Recent trend: Could not be calculated

Period	Yorkshire and the Humber region					England
	Count	Value	95% Lower CI	95% Upper CI		
2011/12	-	57.9	57.1	58.7	61.3	
2012/13	-	59.6	58.8	60.4	62.2	
2013/14	-	62.2	61.4	63.0	64.7	
2014/15	-	62.6	61.8	63.4	66.1	
2015/16	-	64.0	63.2	64.8	67.2	
2016/17	-	63.8*	63.0	64.6	67.4*	
2017/18	-	64.5	63.7	65.3	68.2	
2018/19	-	63.7	62.8	64.6	67.6	
2019/20	-	63.0	62.1	63.9	67.2	

Source: ONS Annual Population Survey and NHS Digital

Trends & Inequalities – Employment & Mental Health:



Gap in the employment rate for those in contact with secondary mental health services and the overall employment rate 2019/20

Gap - Percentage points

Area	Recent Trend	Count	Value	95% Lower CI	95% Upper CI
England	-	-	67.2	66.9	67.5
Yorkshire and the Humber region	-	-	63.0	62.1	63.9
Doncaster	-	-	69.2	65.6	72.8
Rotherham	-	-	67.3	63.8	70.8
Wakefield	-	-	66.9	63.4	70.4
North Lincolnshire	-	-	66.8	62.1	71.5
Barnsley	-	-	66.5	62.8	70.2
Sheffield	-	-	65.4	61.9	68.9
Kirklees	-	-	64.1	60.8	67.4
Leeds	-	-	63.7	60.8	66.6
Kingston upon Hull	-	-	61.9	57.6	66.2
East Riding of Yorkshire	-	-	61.6	58.0	65.2
Calderdale	-	-	60.7	56.6	64.8
North Yorkshire	-	-	59.3	55.9	62.7
North East Lincolnshire	-	-	59.3	55.2	63.4
Bradford	-	-	59.2	55.9	62.5
York	-	-	58.0	54.0	62.0

Things on the horizon within the Y&H region...

- Work with the Local Knowledge and Intelligence teams: Employment & Health Intelligence Project to inform policies and plans and engage businesses
- Good Work/Fair Work Charters and work programmes within LEPs/Combined Authorities
- Workplace Wellbeing Repository which will include good practice guidance/tools for workplace mental health
- Work with the Joint Work and Health Unit
- Report following the event today highlighting gaps, opportunities and best practice: whole systems & actions to address this issue at region, place and organisational level



Why work & mental health?

Work and Mental Health Matters!

Professor Peter Kelly (Regional Director North East, Yorkshire & Humber Office for Health Improvement & Disparities)