

# THE GOOD, THE BAD, THE UGLY...

Lincolnshire, Leicestershire & Rutland

**Sally Newnham**

*Centre for Organisational Resilience*

*Lincoln International Business School, University of Lincoln*



# Our Partners



## LED BY



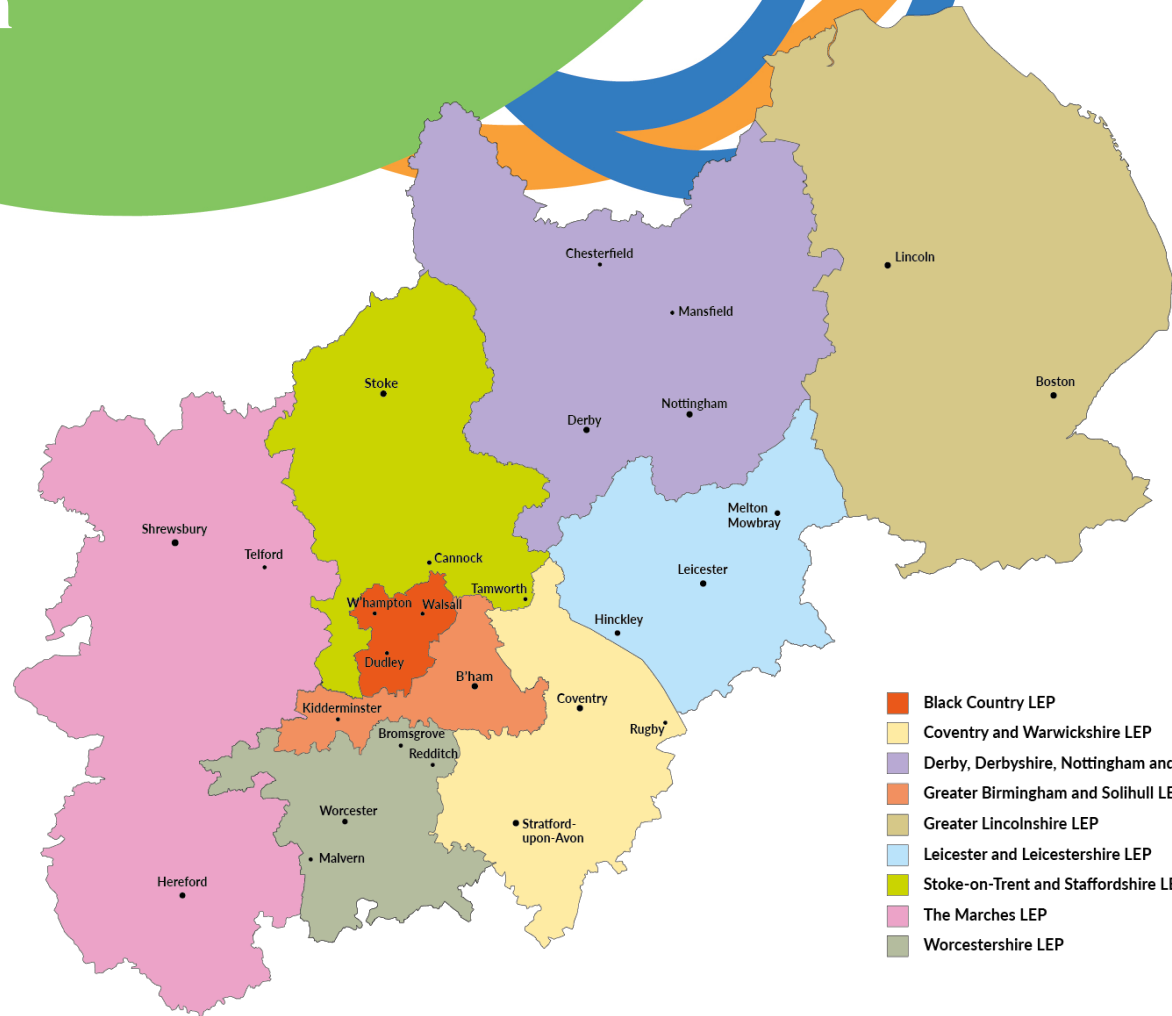
## IN PARTNERSHIP



## FUNDED BY



# Midlands Engine region

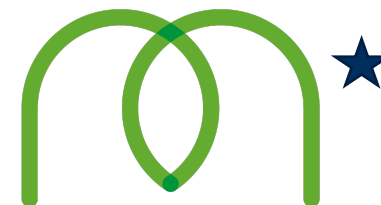


- Black Country LEP
- Coventry and Warwickshire LEP
- Derby, Derbyshire, Nottingham and Nottinghamshire LEP
- Greater Birmingham and Solihull LEP
- Greater Lincolnshire LEP
- Leicester and Leicestershire LEP
- Stoke-on-Trent and Staffordshire LEP
- The Marches LEP
- Worcestershire LEP



**Research  
Pilots**

This is *me*<sup>TM</sup>



MHFA England

# Pre-pandemic landscape...



**Lingering stigma & barriers**  
in the workplace

**1 in 6**  
workers  
experience a  
mental health  
problem

**£44 - £47**  
**billion**  
cost to UK  
employers

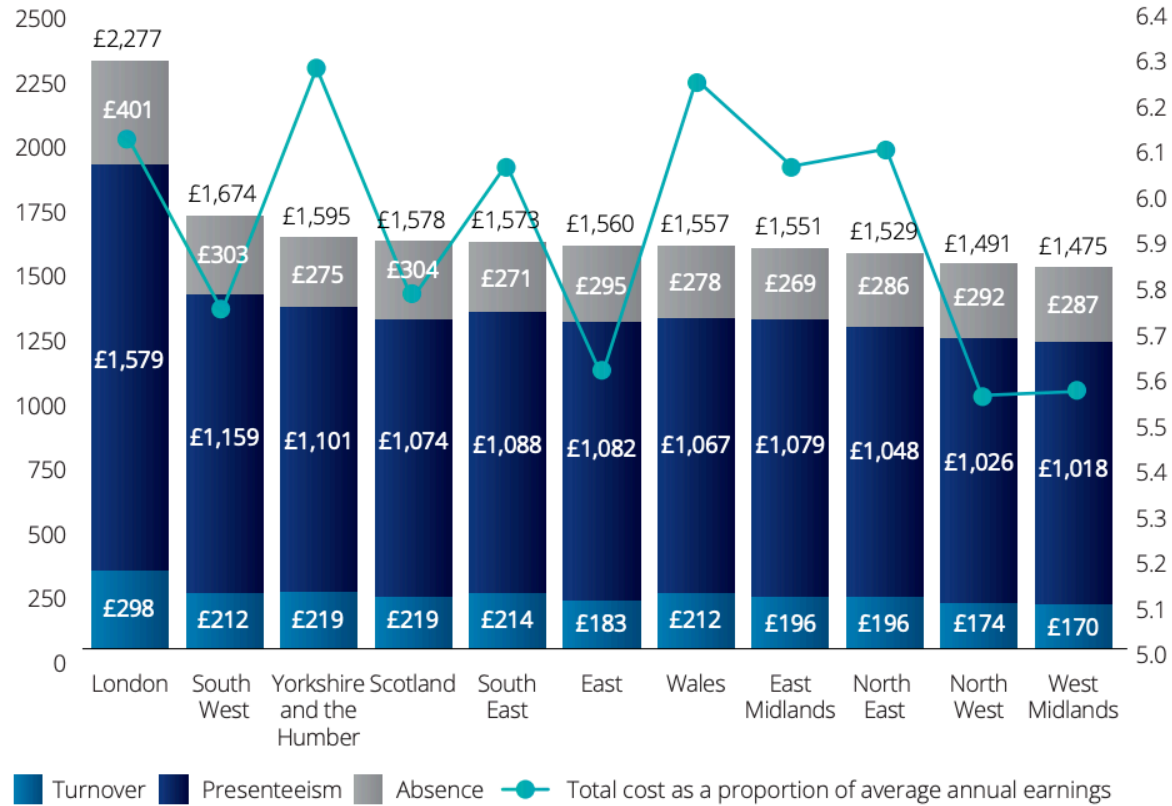
**Nearly 2/3**  
of Midlands  
firms wanted to  
provide more  
support to staff

**300k people** leave work every year with a mental health condition

**Figure 4. Costs per employee to employers of poor mental health, by geographical region**  
 £, Mid-points by geographical region, 2018

Annual costs per employee to employers of poor mental health

Total cost as a proportion of average annual earnings



# Pandemic effects on UK mental health



New  
triggers

Problems with  
access to  
services

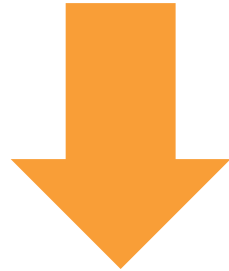
Increase in  
severity and  
incidence of  
mental health  
issues

Disproportionate  
effects on  
different groups

# So what are we now seeing in the workplace?



**More employees reporting that work is worsening their mental health**



**Less disclosure & warning signs**



**Increased need for high quality, tailored support**



**More employers prioritising mental health**



“Leaveism is a term that describes the growing tendency of individuals to be unable to ‘switch off’ from work. It is becoming increasingly common as working remotely and flexible working have become easier thanks to technology, and can lead to overworking, a reduction in workforce morale, and burnout.”



Policy-driven culture change – flexible hours/boundaries

Monitor leave and take leave – others pick up slack when you are away

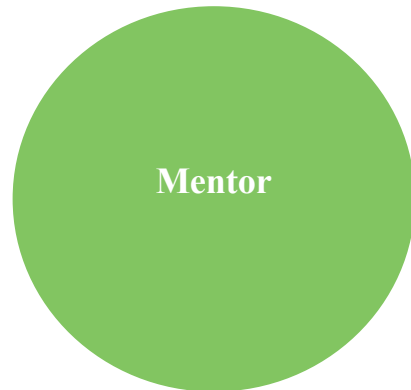
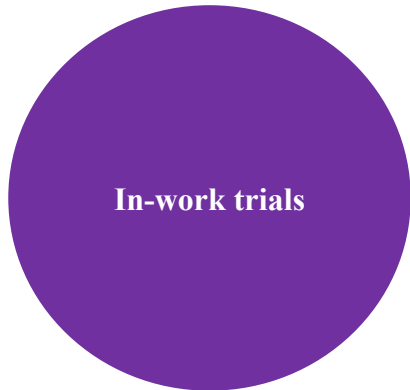
Ensure managers can ‘manage’ the workloads of people

Look for signs of leaveism

Make re-distribution of work the norm...



# Trials/Research



# Trials/Research/Support

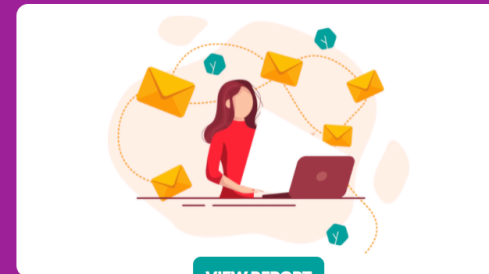
12th November 2021

## NEW MENTAL HEALTH TRAINING PILOT FOR LINE MANAGERS

Midlands employers are invited to trial a new online interactive training course for line managers, designed to help them promote and protect the mental well-being of the people they manage.

[READ MORE](#)

## Employee Wellbeing, Mental Health & Productivity in Midlands Firms 2020



[VIEW REPORT](#)

# Bridge the gap, start a chat.

PRO- work trials

every mind  
matters

2nd February 2022

## NEW RESEARCH INTO WORKLOAD MANAGEMENT INTERVENTIONS

Midlands employers are invited to take part in new research which is reviewing different methods for workload management and the impact they have on mental health and workplace productivity. Led by researchers at University of Warwick, the aim is to make policy recommendations to improve workload management interventions in organisations.

[READ MORE](#)

# So What Can WE do?

## It's as easy as ABC...

### Act

- Do what you can to be **proactive** and help **reduce stigma**
- **Signpost** colleagues to the resources available
- Hold a 'info session' or create a newsletter/VLOG
- Train and Support managers and leaders

### Begin the conversation

- Share your experiences and commitment to great mental health
- Check in on people and really listen – you may have to ask more than once

### Commit

- To do something... actions speak louder than words....
- Contact us to find out more
- **Sign** up to MHPP Website and employer resources
- Help us increase awareness of MHPP through your network

# Contact Us

More details can be found on the MHPP website: <https://mhpp.me/>

Centre for Organisational Resilience: <https://lincn.ac/resilience>

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