



Moving organisations through insights to change

Building the economic case for investing in mental health

Why your support initiatives may not be delivering the results you hoped



Mental ill health costs UK employers **£56bn*** every year!



*Source: Deloitte report on Mental health and employers | Refreshing the case for investment January 2020

Average cost per employee **£1.9K**

Calculated against ONS business population employing 20 employees and above in the private sector



Number of employees	Cost per employee	Cost of mental health
20	£1,982	£39.6K
1,000	£1,982	£1.98M

Cost per employee may vary depending on employee profile, industry, etc.

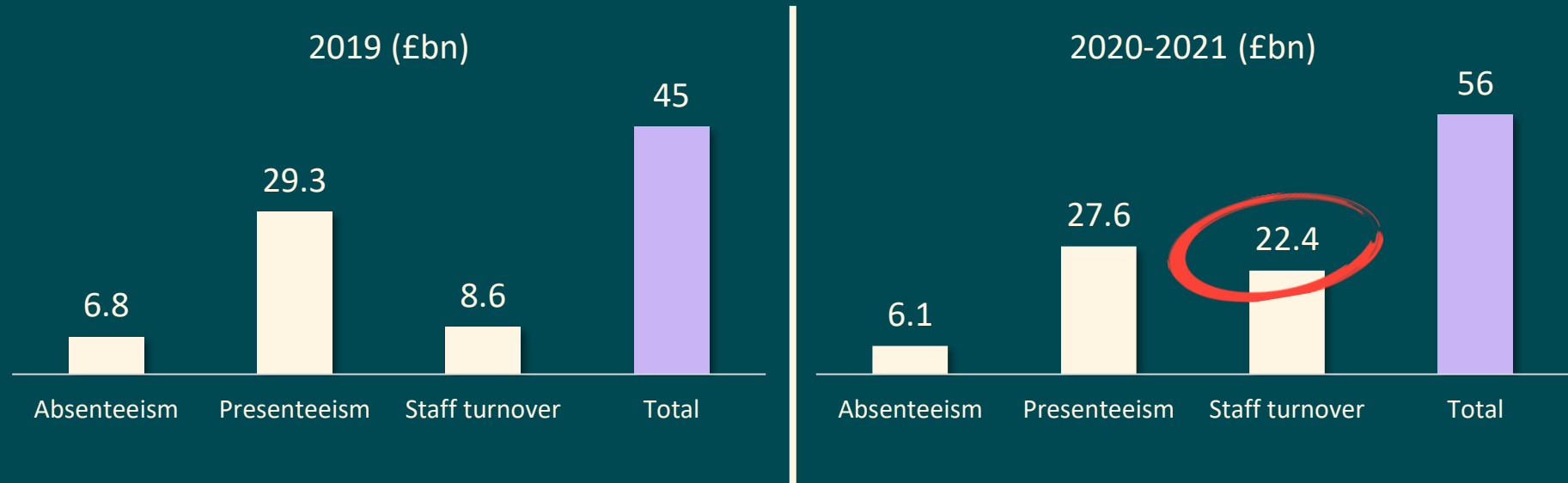


38% of people still
don't feel safe to be
open and honest
about their mental
health issues

More than **40%** of workplaces have no formal policy in place



Breakdown of cost



- Absenteeism, presenteeism, and labour turnover costs increased **25%** compared with 2019
- **61%** of employees who intentionally left or planned to leave their job indicated that it was in full or in part due to poor mental health.
- Nearly **40%** of total turnover costs attributed to mental health issues.



Definitions

Absenteeism

Absence due to mental health

Presenteeism (& *Leaveism*)

Attending work in spite of illness and so not performing at full ability

Using time off for leave or sick days to catch up on work

Labour turnover

Being replaced or leaving work for mental health related reasons



A solid mental health framework

Measure

Have a system in place to collect regular feedback from employees that is specific, open, and honest

Insight

Identify gaps and areas of opportunity to focus support that are data driven and not generic or too broad

Action

Make more informed decisions to prioritise support where employees need it most

Change

Measure the impact of support measures and adjust to meet changing needs. Maximise existing programmes



Apply a systematic programme of action

Track

Identify influences and keep track on the state of mental health in your organisation

Manage

Manage costs through effective interventions that address real issues, and improve overall employee engagement & productivity

Mitigate

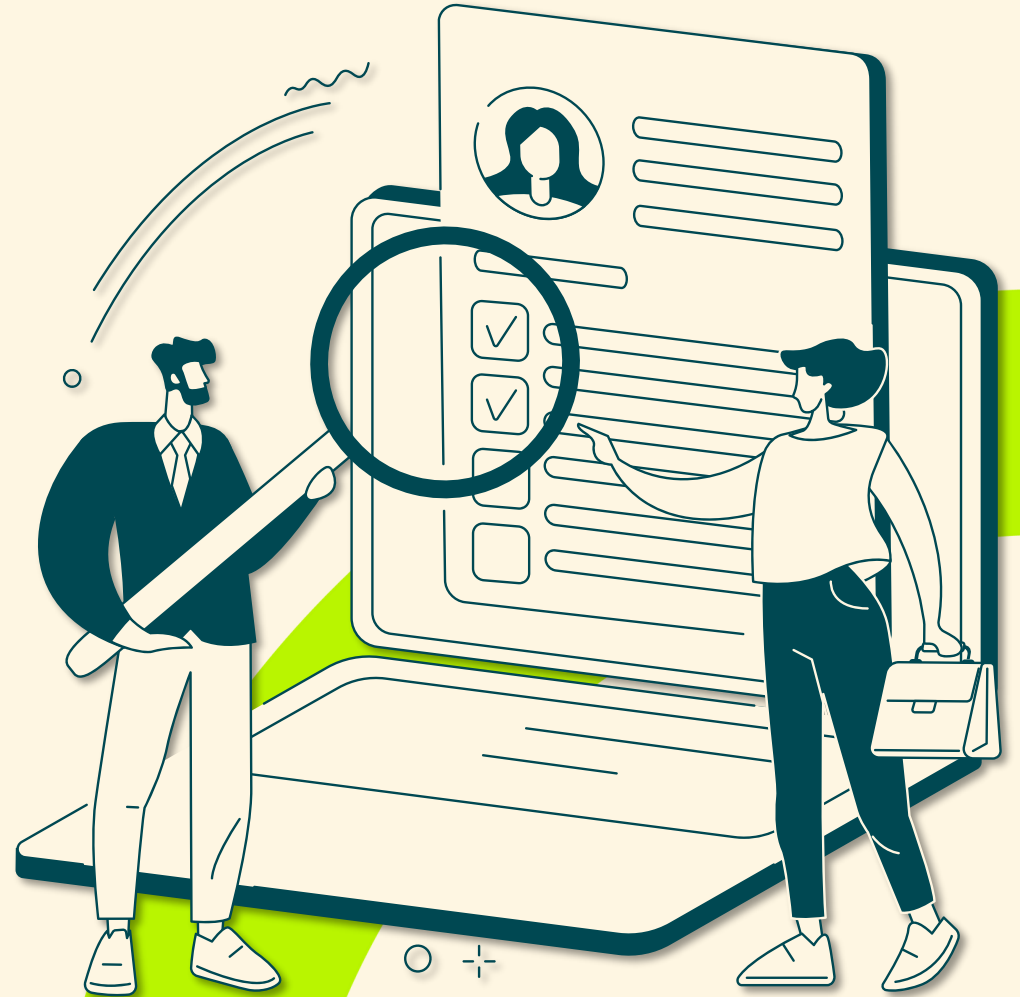
Mitigate risk through proactive and preventative measures

Thrive

Create a great place to work



Scan the code for a free cost impact report



Thank you for your time

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Working in collaboration with great partners

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