

Resource

## Promoting mental wellbeing at work

In 2010, The National Institute for Health and Clinical Excellence (NICE) issued guidance for employers on promoting mental wellbeing at work through productive and healthy working conditions.

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Taken from NRAS magazine, Spring 2010

NRAS welcomes the publication of The National Institute for Health and Clinical Excellence (NICE) guidance for employers on promoting mental wellbeing at work through productive and healthy working conditions. The guidance aims to help reduce the estimated 13.7 million working days lost each year due to work-related mental health conditions including stress, depression and anxiety which are currently estimated to cost UK employers around £28.3 billion per year at current pay

levels.

Work has an important role in promoting mental wellbeing. It can not only help develop an individual's self-esteem and sense of identity but also helps to provide a sense of fulfilment and opportunities for social interaction. However, when the pressure of work exceeds an employee's ability to cope, it can have negative effects on the employee's mental health, particularly in the form of stress.

The NICE guidance highlights how employers and employees can work in partnership to improve mental wellbeing within the workplace, by taking a positive organisation-wide approach that promotes mental wellbeing through changes in ways of working, such as improved line management and the provision of flexible working where appropriate. These recommendations will not only benefit employees but will also help employers to reduce sickness absence and staff turnover leading to increased productivity and performance.

Professor Mike Kelly, Public Health Excellence Centre Director, NICE said "The benefits of promoting mental wellbeing within the workplace are clear. The guidance explains how employers can make simple changes which will improve the management of mental health in the workplace, including the prevention and early identification of problems."

The full guidance is available on the NICE website [www.nice.org.uk](http://www.nice.org.uk)

## Read more

### [Depression and rheumatoid arthritis](#)

Depression can affect anyone regardless of age, gender, race, culture, level of wealth or profession. What is encouraging is that the people mentioned above have managed or continue to manage their condition and have full and active lives.