



### Fact

Conditions relating to mental health are consistently the most reported reason for sickness absence.<sup>1</sup>



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Nurses continue to face significant levels of stress and anxiety, impacting their overall wellbeing and ability to provide care.<sup>2</sup>

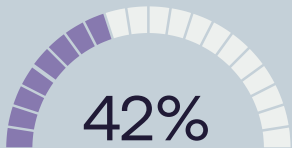


### Costs

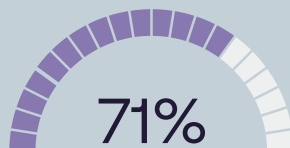
Poor staff mental health is estimated to cost the NHS £12.1 billion annually.<sup>3</sup>

Employers can see an average return of £4.70 for every £1 invested in employees' mental health.<sup>4</sup>

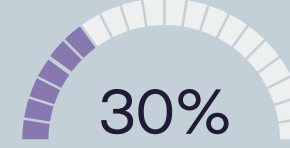
## Causes



of surveyed staff have felt unwell due to work-related stress.<sup>5</sup>



of surveyed staff reported their line manager has a positive interest in their health and wellbeing.<sup>6</sup>



of surveyed staff reported feeling burnout because of their work.<sup>7</sup>

## Accessing support



Our mental health in the workplace guidance can provide you with tools and resources to make improvements in your trust.<sup>8</sup>

## Stigma



Stigma and discrimination are significant barriers preventing people from seeking mental health care.<sup>9</sup>



**51%** of UK individuals report experiencing feelings of shame due to living with a mental illness.<sup>10</sup>

### References

- 1 [NHS Digital: NHS sickness absence rates](#)
- 2 [Royal College of Nursing 2024](#)
- 3 [International Public Policy Observatory 2022](#)
- 4 [Deloitte: mental health and employers May 2024](#)
- 5 [NHS Staff Survey 2023: Health and Wellbeing Q11c](#)
- 6 [NHS Staff Survey 2023: Health and Wellbeing Q12b](#)
- 7 [NHS Staff Survey 2023: Health and Wellbeing Q9d](#)
- 8 [NHS Employers: Mental Health in the Workplace 2024](#)
- 9 [WHO 2024](#)
- 10 [Mind 2024](#)



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