

10 Myths, 10 Facts

People with a mental health condition...	
...don't exist in my workforce	Well, it may seem that way but 1 in 4 people experience a mental health condition at some point in their lives – and that's been shown to be 1 in 3 of those of working age. So, facts are, you will have people who work for you with such experience. MINDFUL EMPLOYER is here to help you talk about it when you have your concerns - and to help you respond when they come and talk to you.
...are weak and don't work hard enough	Depression has been called 'the curse of the strong' and the vast majority of people experiencing mental ill health are conscientious, reliable and hard working. Not having a mechanism to manage and support them may be the issue.
...have more sickness absence	Generally speaking, there is a lack of evidence to support this but left unmanaged the problems are likely to escalate and could ultimately lead to litigation. Using appropriate interventions will minimise the risk of time off.
...are dangerous	According to the British Crime Survey, only 1 per cent of victims believed that the violent incident happened because the offender had a mental illness. In fact people with severe mental illnesses are more likely to be victims, rather than perpetrators, of violent crime.
...are harder to manage	Like any other member of staff, managed well, people with a mental health condition can be as/more productive and can support awareness raising and building up of strategies to help themselves and others
...play the stress card	Using appropriate interventions will minimise the risk of people resorting to time off work. Because of the stigma attached to mental ill health, someone who is not genuinely experiencing such difficulties is unlikely to use it as an excuse.
...can't cope with pressure	We all cope with pressure in different ways and, as with all of us, good management and support which takes account of individual strengths and weaknesses and displays a duty of care can reduce impact of too much pressure
...have a negative impact on the rest of the workforce	That could be the case if they are left unsupported (in the same that others will complain about what doesn't get done) but there is plenty of evidence to show that if supported this has a positive effect of everyone else. Supporting your staff shows you are a good employer.
...cost my business money	The average cost of making a reasonable adjustment is just £75. Adjustments are not necessarily long term (e.g. phased return, adjustment in hours/timings for a few weeks) – such short term measures are a long term investment.
...take up lots of time	Left unmanaged, yes that may well be the case. The important things are to talk at an early stage, to listen, to offer support and seek help and support for yourself as well.

Visit www.mindfulemployer.net or tel: 01392 677064 or email info@mindfulemployer.net to find out more

With the right support, you can deliver your business & people with a mental health condition stay in work