



IMPROVING MENTAL HEALTH IN YOUR WORKPLACE

A HR GUIDE FOR EMPLOYEE WELLBEING



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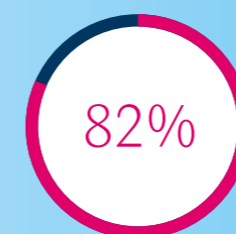
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Over the last decade, Ireland has seen a significant change in attitude towards mental health. Communication from influential individuals and mental health organisations has allowed us to become more aware of the prevalence and effects of mental health difficulties.

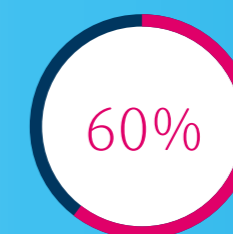
Even though there have been positive steps towards mental health awareness, stigma around it still exist, especially in the Irish workplace. For example 1 in 6 employees experience stress, anxiety or depression at any given time but a recent study by Aware states that two thirds of Irish people would not disclose any mental health problems at work.

A positive mental health strategy in an organisation is more than just an effective HR programme. With a recent Mental Health Commission report stating the annual cost of unmanaged mental health in Ireland at €3 billion, a mental health strategy is a vital part of running a productive and profitable business. By taking a few simple yet effective steps, positive mental health in the workplace can be improved.

A positive mental health strategy is more than just a good HR initiative. It is an integral part of running a successful and profitable business.



82% of Irish employees are suffering increased stress levels, which has a knock-on effect on workplace morale, productivity and company staffing.



Up to 60% of all lost working days are being attributed to work related stress and psychosocial risks.



The management in one in ten companies are currently concerned about the mental health of a work colleague.



For every €1 spent on successfully implementing an appropriate action, there is on average €2.30 in benefits to be gained by your organisation.

Our guide looks at how an organisation can develop and implement a proactive and reactive strategy which addresses some of the key challenges and issues facing Irish organisations today.

For more information or to receive the full publication of our HR Guide to Employee Wellbeing please contact Claire.Walsh@layahealthcare.ie

Don't miss out on a unique opportunity to hear directly from Bressie, Brent Pope and many more at Ireland's first Mental Health & Wellbeing Summit in partnership with laya healthcare.

More details at www.layahealthcare.ie/mentalhealthandwellbeingsummit

About Spectrum Health

Spectrum Health is Ireland's leading primary care provider of Chartered Physiotherapy, Podiatry/Chiropody, Psychology & Counselling, Speech & Language Therapy and Dietetics with over 130,000 patients. Spectrum Health has 16 Clinical and Counselling Psychology clinics nationwide, as well as a 24/7 Employee Assistance Programme team and over 200 Psychotherapists in its affiliate counsellor network serving 2,000 corporate customers.

Spectrum Health is the market leader in health & wellness, delivering a range of modern and innovative services that evaluate, engage and energise our clients' employees to make life long, sustainable changes. Our services include Corporate Gyms, Wellness Centres, Workplace Mental Health, Fitness & Nutrition, parenting, ergonomics, financial wellness, challenge apps etc., delivered to large multinational organisations, several county councils and small industries around Ireland.

About Laya Healthcare

Laya healthcare is the second largest provider of private health insurance in Ireland with over half a million members. Laya healthcare offers some of the most innovative benefits in the Irish health insurance market along with life insurance and travel insurance. Its brand promise, Looking After You Always, represents laya healthcare's member-centric approach, which is fundamental to its vision and values.

Last year laya healthcare proudly became part of AIG, one of the strongest insurance organisations in the world with over 90 million customers in 100 countries and jurisdictions. With their experienced team and innovative insurance solutions, along with AIG's financial backing, global expertise and long term commitment to Ireland, laya healthcare expect to go from strength to strength, widening their offering and bringing value and innovation to Ireland's insurance market.

Laya healthcare and Spectrum Health are proud to partner with the inaugural Mental Health and Wellbeing Summit taking place in Dublin on the 14th of October 2016. For more information go to www.mentalhealthandwellbeingsummit.com



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