Thriving at Work

The Stevenson Farmer Review of Mental Health and Employers
300,000 people leave work every year with a mental health condition.

Figure 3: Poor mental health costs employers between £33 billion and £42 billion a year. 

This amounts to a cost per employee of between £1,205 and £1,560 per year. This cost is for all employees, not just those who are ill.
The core standards for all employers

1. Produce, implement and communicate a mental health at work plan
2. Develop mental health awareness among employees by making information, tools and support accessible.
3. Encourage open conversations about mental health and the support available at all stages of employment
4. Provide employees with good working conditions and work-life balance
5. Promote effective people management
6. Routinely monitor employee mental health and wellbeing using available data

The enhanced standards

1. Increase transparency and accountability through internal and external reporting
2. Demonstrate accountability by nominating a Board or Senior Leadership level lead
3. Improve the disclosure process to encourage openness during recruitment and throughout employment, making sure the right support following disclosure
4. Ensure provision of tailored in-house mental health support and signposting to clinical help, including digital support, OH, EAP, NHS or other support.

Thriving at Work
Our Recommendations

Recommendations for:

- Employers - core standards and enhanced standards
- Regulators, industry and professional bodies, unions, and the HSE External support for employers and the role of regulator
- The public sector as an employer
- Government and public bodies

Key themes:

- Supporting all employers, no matter what size, including specifically SMEs
- The importance of transparency and leadership
- Implementation, accountability and measurement of progress
- Recommendations that can be implemented locally, regionally, nationally
- Appropriate use of online and digital tools to support delivery of TAW