

Economic plan

This plan identifies the areas prioritised for economic modelling. The final analysis may differ from those described below. The rationale for any differences will be explained in the guideline.

1 Guideline

Mental wellbeing at work

2 List of modelling questions

Review
questions by
scope area

RQ1.1 What universal, organisational-level interventions, programmes, policies or strategies are effective and cost-effective at: (i) Preventing poor mental wellbeing? (ii) Promoting positive mental wellbeing? (iii) Improving mental wellbeing? (Evidence review A)

RQ1.2 What interventions or strategies effectively and cost-effectively help employers and peers to recognise and engage employees who may require support for their mental wellbeing, or to identify periods of high risk within an organisation? (Evidence review A)

RQ2.1 What approaches to help managers to understand, promote and support mental wellbeing are effective and cost-effective? (Evidence review B)

RQ2.2 What training is effective and cost-effective to help managers to improve their knowledge and skills in recognising employees who experience or are at risk of poor mental wellbeing? (Evidence review B)

RQ2.3 What approaches are effective and cost-effective to help managers to improve their knowledge and skills in responding to mental wellbeing issues? (Evidence review B)

RQ3.1 What organisational-level approaches, programmes, strategies or policies targeted to employees who experience or who are identified as being at risk of experiencing poor mental wellbeing at work are effective and cost-effective at: (i) Preventing poor mental wellbeing? (ii) Promoting positive mental wellbeing? (iii) Improving mental wellbeing? (Evidence review C)

RQ4.1 What universal, individual-level interventions or programmes are effective and cost-effective at: (i) Preventing poor mental wellbeing? (ii) Promoting positive mental wellbeing? (iii) Improving mental wellbeing? (Evidence review D)

	RQ5.1 What individual-level interventions targeted to employees who experience or are identified as being at risk of poor mental wellbeing at work are cost effective and: (i) Preventing poor mental wellbeing? (ii) Promoting positive mental wellbeing? (iii) Improving mental wellbeing? (Evidence review E)
Population	People aged 16 or older
Interventions and comparators considered for inclusion	Interventions and comparators identified in the evidence review for each review question.
Perspective	Employer perspective widening to societal perspective for some costs and outcomes
Outcomes	Total cost impact; cost and changes in absenteeism, presenteeism, intervention cost, cost per person
Type of analysis	Cost consequences analysis and costing analysis
Modelling software	Excel
Issues to note	This model is cost calculator used to establish the impact of mental wellbeing interventions at work over a one-year time horizon from both the employer perspective and a wider perspective including employee outcomes.