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       Health and Care Excellence

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Mental wellbeing at work

Information for the public
Published: 2 March 2022

www.nice.org.uk

Supporting mental wellbeing at work

Work has an important role in mental wellbeing, and most of us are more productive when we have better job satisfaction. Poor mental wellbeing costs employers an estimated £33 billion to £42 billion each year when staff struggle to perform, take more sick days and are more likely to leave. In the UK, 15% of people at work are thought to have symptoms of an existing mental health problem. More needs to be done to create supportive workplaces where good mental wellbeing is valued.

We want this guideline to improve mental wellbeing at work by making sure:

- workplaces are fairer and more inclusive for all staff, with a clear commitment to promoting mental wellbeing
- organisations create a culture that encourages open conversations about mental wellbeing
- employers work with staff to tackle sources of stress at work
- line managers get better training and support to improve staff wellbeing
- staff who are affected by poor mental health get greater support and flexibility.

Where can I find out more?

The organisations below can give you more advice and support.

- [Mental Health First Aid England](), 0203 928 0760
- [Mind](), 0300 123 3393
- [Rethink Mental Illness](), 0808 801 0525

NICE is not responsible for the content of these websites.

We wrote this guideline with experts and people with experience of improving mental wellbeing at work. All the decisions are based on the best research available.

ISBN: 978-1-4731-4459-0