



scottishdevelopmentcentre
for mental health

½ day Seminar Mitigating Stress and Increasing Productivity

In Scotland poor mental health at work costs the employers £2,378 million a year in lost productivity. Some of this is visible in staff sickness and absence, and the effect it has on turnover. **Mental health problems account for 40% of all days lost through sickness absence.** Longer term absences are rising and a high proportion of the longer term absences are due to mental health problems. Less visible are those who are **unproductive or under-perform at work due to poor mental health** - presenteeism accounts for a large proportion of the total cost. **In any year mental ill health costs £1,035 for every employee in the workforce.**

Protect your Business

SDC understands that the recession produces stress for employees which impacts on their workplace performance. SDC can help you mitigate the effects of this stress and build the capacity of your managers to improve workplace health. This type of capacity provides a preventative measure, without which your organisation might be at risk of unfair/constructive dismissal actions from falling foul of duty of care and legal requirements, such as the Disability Discrimination Act.

SDC offers a half day seminar on mitigating stress and increasing productivity for senior managers and decision makers. The seminar's learning objectives are:

- Increase understanding of mental health and wellbeing and how it affects productivity at work
- Increase confidence of participants that they can positively influence workplace mental health and wellbeing
- Develop understanding of the risk of not paying attention to mental health and wellbeing:
 - Financial
 - Reputational
 - Legal
- Provide practical advice on how to start improving productivity in the workplace
- Provide links to further support, both for developing healthier and more productive workplaces, and for supporting people with mental health conditions.

For further details please contact Sarah Shimmen or
Pippa Coutts Phone: 0131 555 5959
E-mail: pippa@sdcmh.org.uk