

CiC Stress, Anxiety and Depression in the Workplace Survey 2017

In 2017, CiC approached senior HR contacts in order to gain an insight into the challenges specifically related to stress, anxiety and depression in the workplace. We executed an all-encompassing survey that allowed us to learn more about the needs and concerns of our customers, as well as the measures being implemented to support employees in maintaining their wellbeing.

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Below are measures employers have in place and unsurprisingly the vast majority had an EAP implemented.

Some responses included unique ideas such as 10 minute motivational team coffee breaks, Mental Health First Aid training provided by CiC, and founding a Wellbeing Committee.

95%

Confidential and anonymous access to workplace counselling or an Employee Assistance Programme (EAP)



89%

Flexible working/ work-life balance policies - kept up to date and reviewed on an ongoing basis



86%

Bullying/harassment policies - kept up to date and reviewed on an ongoing basis



78%

Reasonable workplace adjustments for staff with mental illness related to Stress, Anxiety and Depression



2

The majority of HR professionals felt their organisation raised awareness of provisions, but 30% were still unconvinced as to whether enough was being done



70%

Yes

7%

No

23%

There is room for improvement

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Similarly, most HR professionals felt support measures are easily understood and accessible to all staff

64%

Yes

7%

No

29%

There is room for improvement

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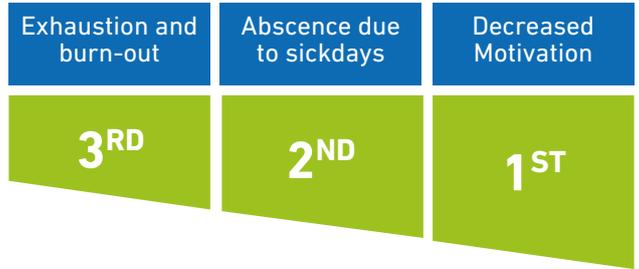
When asked the most effective way improving psychological wellbeing in the workplace, over a third of responders placed their EAP at the top. Achieving a good work/life balance was also highly valued. HR professionals also mentioned the power of resilience workshops for staff.



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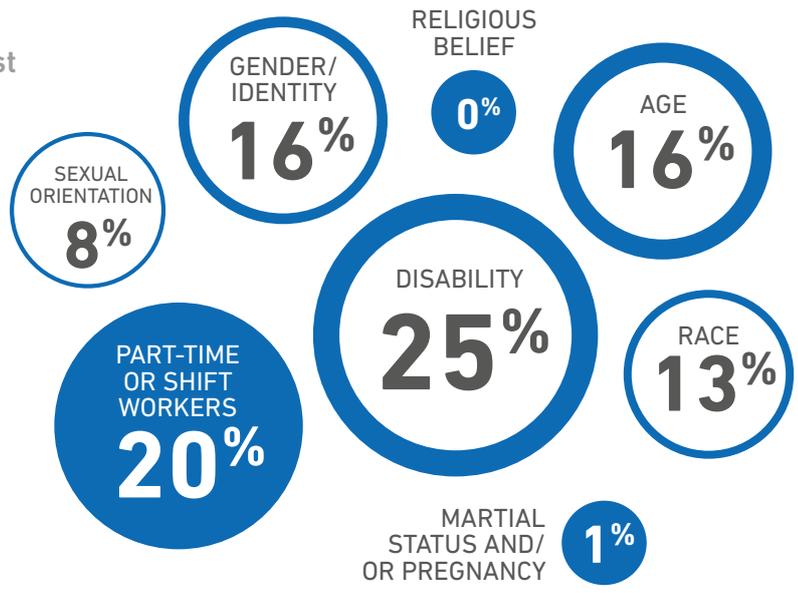
Decreased motivation was shown to be the most concerning potential result of stress, anxiety and depression in the workplace

Although not specifically ranked highly as a concern, all of these results eventually have an impact on an organisation's financial situation.



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The senior HR contacts perceived the following categories to be most vulnerable to stress, anxiety and depression as a result of bullying, harassment and/or discrimination



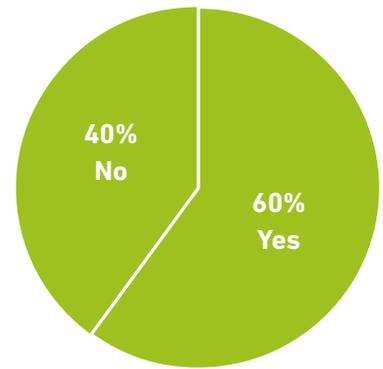
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It was felt as though disability and race issues had the most legal protection for this

Interestingly, those surveyed predominantly thought workplace mental health was a key priority for their organisation, but overwhelmingly also believed they could be doing more in this field.

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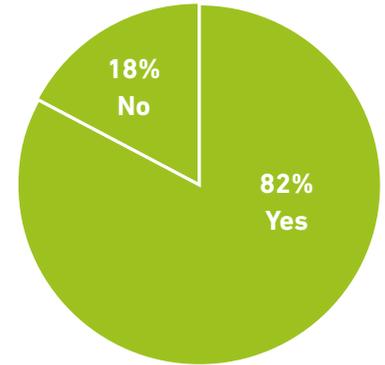
Percentage who felt it was one of their organisation's chief concerns



In response to this belief that organisations could be doing more, our contacts highlighted these issues as top factors hindering the emotional support of staff

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Percentage who felt their organisation could be doing more to better address issues



Over half believed a lack of personnel was a major hindrance. This can be greatly nullified by using our EAP, as CiC provides the support structure separately from the organisation. Respondents specifically mentioned that a lack of resources for those in managerial positions was a key factor that hindered support.

10

Top issues hindering an organisation's support of staff facing issues with Stress, Anxiety and Depression



11 Awareness of the “Mindful Employer” initiative



- 29%** Yes but organisation not yet a chartered member of “Mindful Employer” initiative
- 27%** Yes and organisation is a chartered member of “Mindful Employer” initiative
- 44%** No

12 Awareness of the “Time to Change” initiative



- 30%** Yes but organisation not yet signed the “Time to Change” Pledge
- 27%** Yes and organisation has signed the “Time to Change” Pledge
- 42%** No

13 We finally asked the HR professionals whether they had any specific ideas that had achieved notable success or initiatives in providing wellbeing or emotional support to staff. Their responses were varied and insightful.

“Presently trying to appoint a wellbeing manager”

“Our organisation is accxredited to deliver NHS Mentally Healthy Workplace training”

“We offer weekly yoga and monthly neck & shoulder massage sessions”

“We provide a regular on-site counselling service”

“We ran two 6-week courses of Mindfulness”

14 The majority of those surveyed ranked their organisation as 3 stars or lower with regards to supporting staff wellbeing and positively addressing stress, anxiety and depression in the workplace.



Report based on CiC survey of 100 respondents

To find out how we can help you manage stress, anxiety & depression in the workplace call us on **020 79376224** or email **enquiries@cic-eap.co.uk**