

Mental health issues and your business



Mental health: stress factors for employees and employers

One of the biggest causes of illness in the workplace is poor mental health. Conditions including stress, depression, anxiety and serious mental health problems accounted for 9.8% of UK sickness absence in 2021¹.

With incidence rates high, work-related stress can create risks for businesses, with mental health issues impacting:

- absenteeism
- productivity
- engagement
- morale.

Early intervention with Aviva Group Income Protection

It's important to **act early**. Psychological problems can begin small and end up dominating an employee's life to the extent that they feel unable to work.

The mental wellbeing services, available through your Group Protection policy, could help you build a mentally resilient workforce, offering proactive and reactive third party solutions which work together to help you execute a fully-rounded mental health strategy.

¹Office for National Statistics.

www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/articles/sicknessabsenceinthelabourmarket/2021
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Mental Health

Through your Group Income Protection policy, your line managers have access to mental health training at no extra cost to you.

This includes the **Aviva Line Manager Toolkit: Mental Health**. Developed by mental health professionals, this digital toolkit offers bite-sized videos to help your line managers identify signs and symptoms of poor mental wellbeing among team members, both in the physical and remote work environment. Terms apply.

Aviva Line Manager Toolkit: Mental Health is a non-contractual benefit that Aviva can change or withdraw at any time.

The **Aviva Mental Health Videos** consist of modules and supporting content which can help you identify and find out more about common mental health problems. You'll also be able to learn techniques to help improve your mental wellbeing.

We also offer mental health training courses delivered by trusted partners, which carry an extra cost. These include:

Mental Health First Aid (Mental Health First Aid England)

Mental Health First Aid (MHFA) England training gives people tools to support themselves and each other, so everyone can talk about mental health and seek help when needed. The training teaches people

to spot the signs of mental health issues and guide a person towards support. Attendees aren't taught to be therapists, but shown how to respond in a crisis, and how to reach out before a crisis happens.

Mental health training including suicide risk assessment and management (Working to Wellbeing)

This session helps your staff support each other and recognise mental health problems early on; to reflect on personal stress and coping mechanisms to build self-awareness as well as enabling greater empathy for colleagues who may be struggling.

Find out more

To find out more about Workplace Wellbeing, speak to your financial adviser or Aviva Account Manager. If you have any questions or queries about Workplace Wellbeing, please email us at wellbeingservices@aviva.com

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