



2024 Annual Conference



**1 in 6 people**  
in the workplace are affected

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Workplace absence across the UK has soared to its highest level in a decade

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The top cause of long-term absence is mental ill health at **63%**

Your staff are your  
greatest asset

Happy staff are  
more productive  
and efficient

Why is this a  
problem  
?

Poor mental health  
could be costing you  
between  
£1500- £2400 per  
person per year

It's a competitive job  
market and you want  
to retain your best  
staff



Can you afford to cross your fingers and hope for the best?

59%

would consider taking a job that offers better well-being benefits than their current employer

56%

of employees aged 18–24 say they would quit a job that prevented them from enjoying their lives

# What is STRESS ?

A state of mental or emotional strain caused by adverse circumstances

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Normal stress typically characterised as short-term and can be helpful

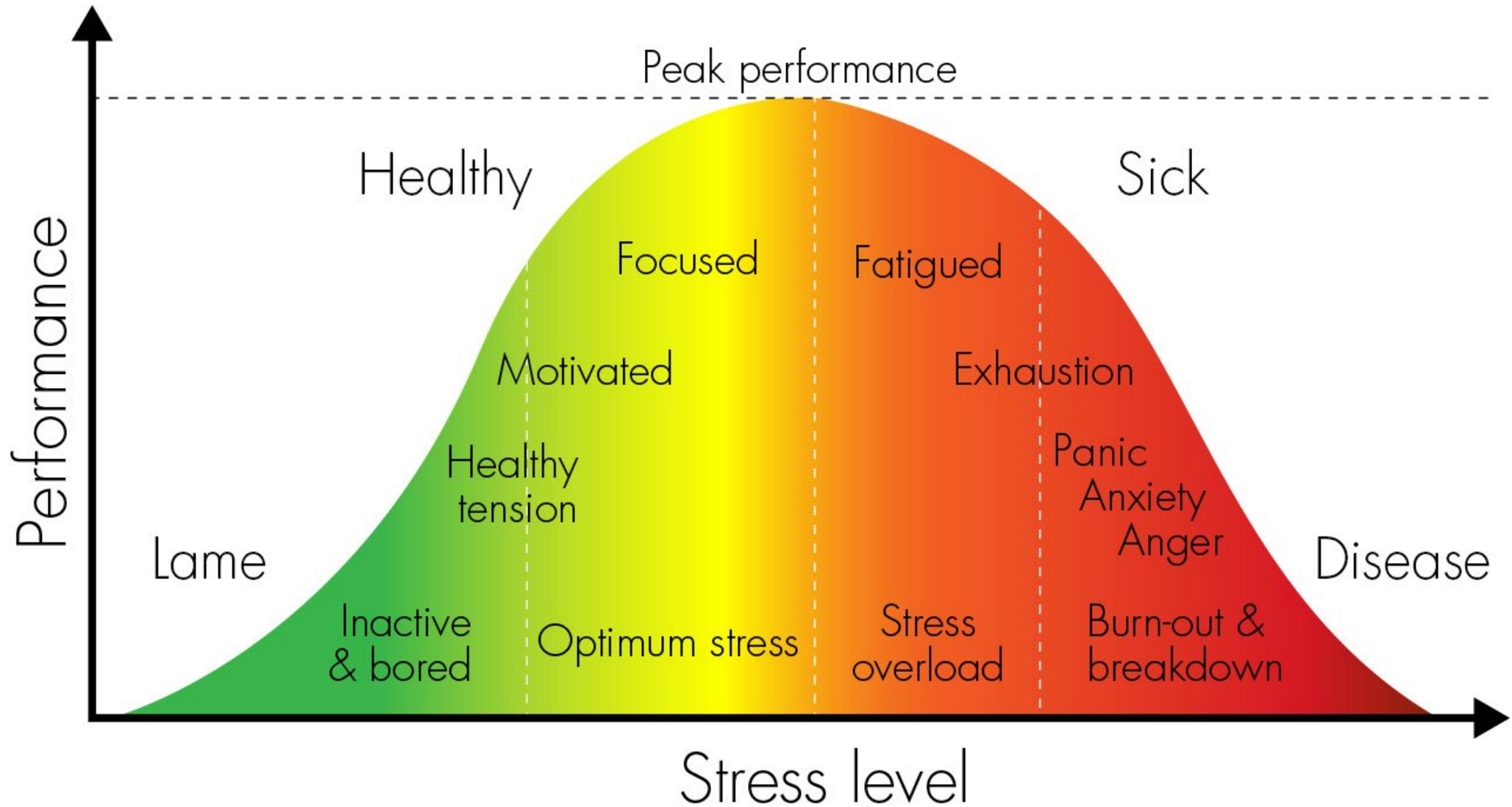
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Occurs in bursts i.e. going to the dentist, attending an interview or delivering a presentation!

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Stress on its own isn't a Mental Health condition

# When good stress goes bad



**Workload**

**Community**

**Control**


**Burnout**  
disconnection between the  
organisation & the  
individual in  
**6 key areas**

**Fairness**

**Reward**

**Values**



A top-down view of a white desk. In the top-left corner, a portion of a white keyboard is visible, showing keys for 'Y', 'J', 'H', 'M', 'G', 'N', 'B', 'V', 'command', 'option', and a right arrow key. In the top-right corner, a pair of black-rimmed glasses is placed. In the bottom-left corner, a green pen with silver accents is visible. In the bottom-right corner, a white coffee cup containing a brown beverage is partially visible. The central text is in a large, black, sans-serif font.

How is wellbeing impacting  
your workplace?





But Workplace  
Wellbeing sits with HR,  
doesn't it?



What can you  
do?

The background is a solid blue color with several faint, overlapping white circles scattered across it, creating a subtle geometric pattern.

Prevention  
is better than  
cure


Desiderius Erasmus





# Workplace Partnership



 This partnership provides more resources, continuous learning opportunities, a forum to ask for help and a platform where we can strive to be better at creating a healthier workplace that benefits both the employer and employee.

Happy employees – happy customers!



RAVEN PROPERTY GROUP

**“ The opportunity to partner with Guernsey Mind and fully invest in a robust structure to provide resources to support our wellbeing has already proven to be a step in the right direction.**

**We look forward to utilising this partnership to support and develop our people in the short and long term, as the ripple effect should benefit both their professional and personal lives.**



**|||||MidEuropa**

 The Partnership has allowed us to focus on areas that will make meaningful change.

We can measure if our current wellbeing initiatives and policies are having a positive effect, where we need to focus our efforts and what we are currently doing well.





**When Guernsey Mind offered us the Workplace Wellbeing Partnership we grabbed it with both hands.**

**I believe that this will be a huge step forward for us being able to make a difference to addressing what is important to our staff in terms of wellbeing.**

