



Mental health practices in organisations 2012 - 2022

An Ibec research update by:

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Number of companies surveyed 2012 - 2022

- More than 300 organisations participated in each of the years under review.
- 2022 had 396 participants

Year	Number of companies
2012	416
2014	362
2015	341
2016	410
2017	423
2018	383
2019	387
2020	399
2021	405
2022	396

Mental health in context

A positive, proactive approach to the promotion of mental wellbeing can lead to benefits for individuals and organisations.

- There is a strong multi-year upward trend in the number of organisations offering mental health training to employees, line managers and HR staff.
- Over half of organisations (55%) provided a mental wellbeing campaign in 2022.
- The percentage of organisations that actively communicated how to manage mental ill-health disclosures increased from 15% in 2014 to 41% in 2022.
- In 2022, almost two thirds of organisations provided supports to employees with mental health difficulties, either while at work, out of work or returning to work following an illness.

Key findings - organisational experience

The proportion of organisations providing mental health campaigns, training and supports to employees in 2022 remained consistent with levels in 2021.

- Similar levels of mental ill-health disclosures were found across all years of the study, with 2022 having the highest proportion at 57%.
- While the proportion of companies experiencing disclosures slightly increased and the proportion actively communicating how to manage mental ill-health disclosures to staff decreased slightly in 2022, both remained relatively consistent with 2021.

Key findings - supports

Provision of support to employees remained consistent between 2021 and 2022, illustrating a commitment to positive mental health among staff.

- The proportion of organisations providing mental wellbeing campaigns decreased slightly from 57% in 2021 to 55% in 2022. The incidence of such campaigns has increased significantly from 13% in 2012.
- Over a third of organisations (34%) provided stress management resilience campaigns in 2022. Incidence of this training has almost tripled from 2012 (13%).
- In 2022, almost two thirds of organisations provided supports to employees with mental health difficulties, either while at work, out of work or returning to work following an illness.

Key findings - training

Certain front line positions are vital for managing the experience of mental health in the workplace and a similar proportion of organisations offered mental health training to these key roles in 2022 and 2021.

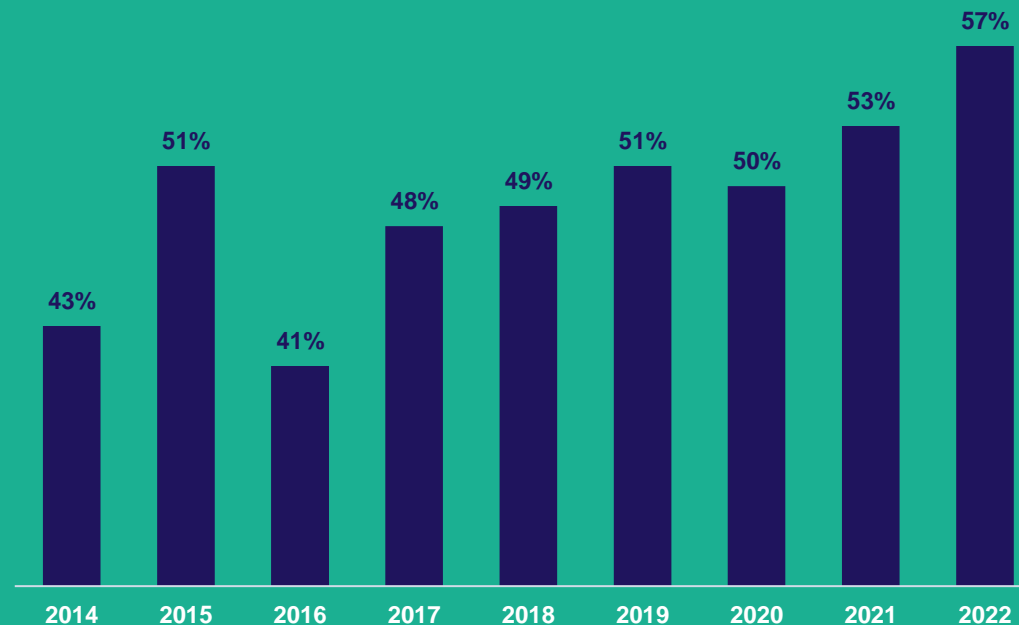
- A third of organisations (33%) in 2022 provided training to HR staff in dealing with issues relating to mental health and over a quarter (26%) provided training to line managers.
- Between 2012 and 2022 the proportion of organisations providing training to line managers increased from 8% to 26%, to HR staff from 11% to 33% and to other employees from 6% to 25%.

Mental health disclosures

A similar proportion of companies experienced disclosures relating to mental health between 2014 and 2022, highlighting the persistent nature of such issues in the workplace.

This consistency of disclosures also points to the existence of many organisational cultures where it is considered safe for employees to disclose issues.

Organisations who experienced a disclosure

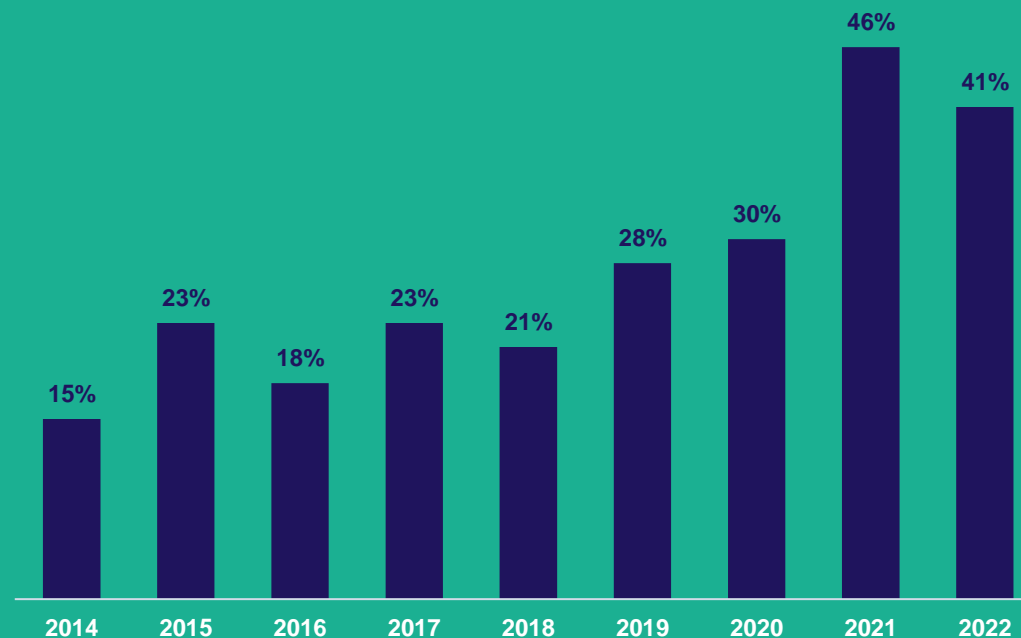


Dealing with mental health disclosures

It is important that the practical steps involved in managing mental ill-health disclosures are communicated. The proportion of organisations that did so decreased slightly from 46% in 2021, to 41% in 2022.

The proportion of organisations communicating these steps increased from 15% in 2014 to 41% in 2022.

Organisations communicating steps for disclosures

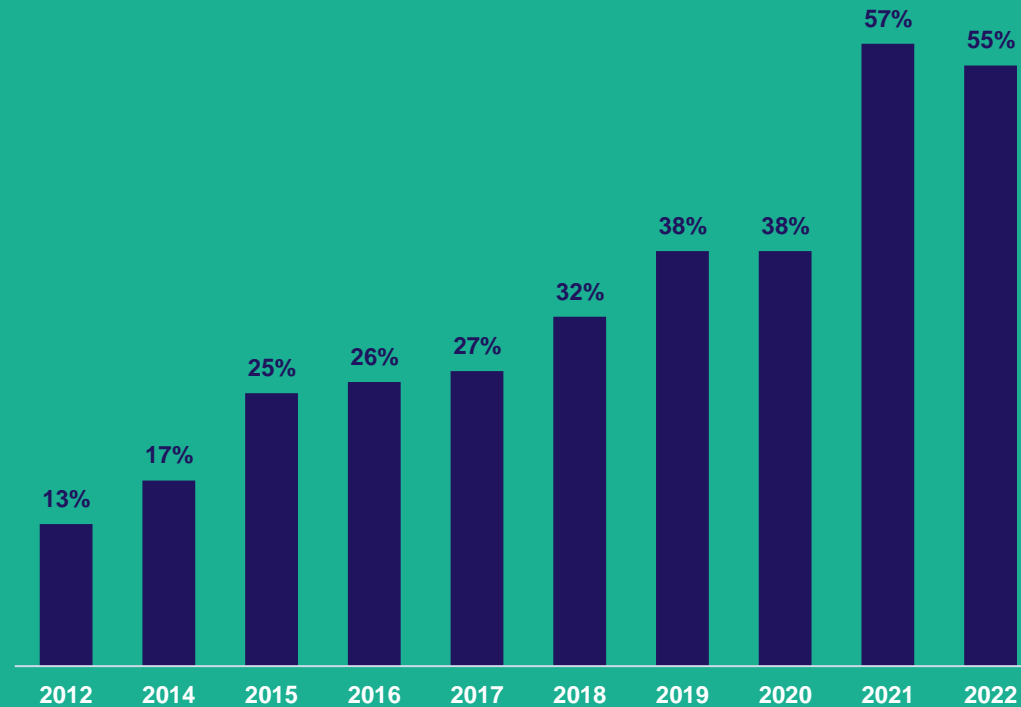


Mental wellbeing campaigns

More than half (55%) of respondents ran a mental wellbeing campaign in 2022.

The proportion of companies running mental wellbeing campaigns increased in almost every year between 2012 (13%) and 2022 (55%).

Mental wellbeing campaigns



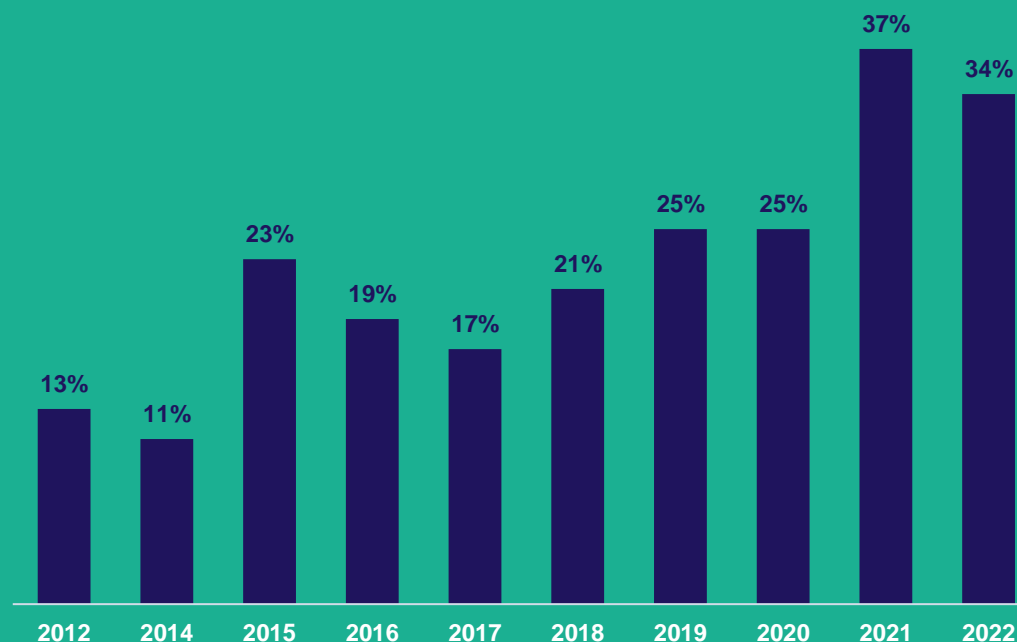
Stress management/resilience training

Stress management and resilience training are important components in mitigating potential mental health issues.

Over a third (34%) of respondents provided such training in 2022 – a similar proportion to 2021 (37%).

The provision of stress management/resilience training has almost tripled from 2012 (13%) to 2022 (34%).

Stress management/resilience training

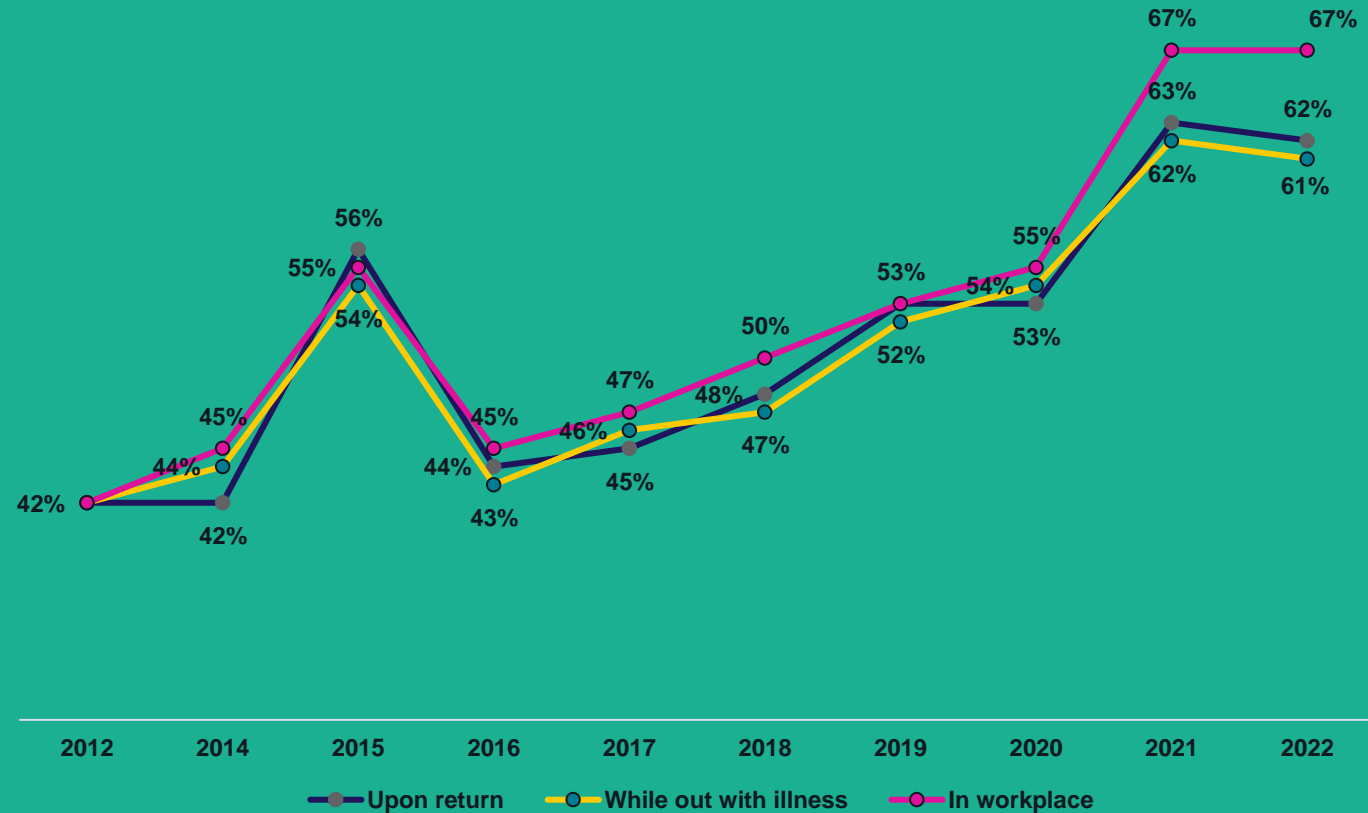


Ongoing support

The proportion of organisations offering on-going support to employees either while at work, out of work or returning to work following an illness increased between 2012 and 2022.

The proportion offering support to employees remained consistent between 2021 and 2022.

On-going support provided to employees

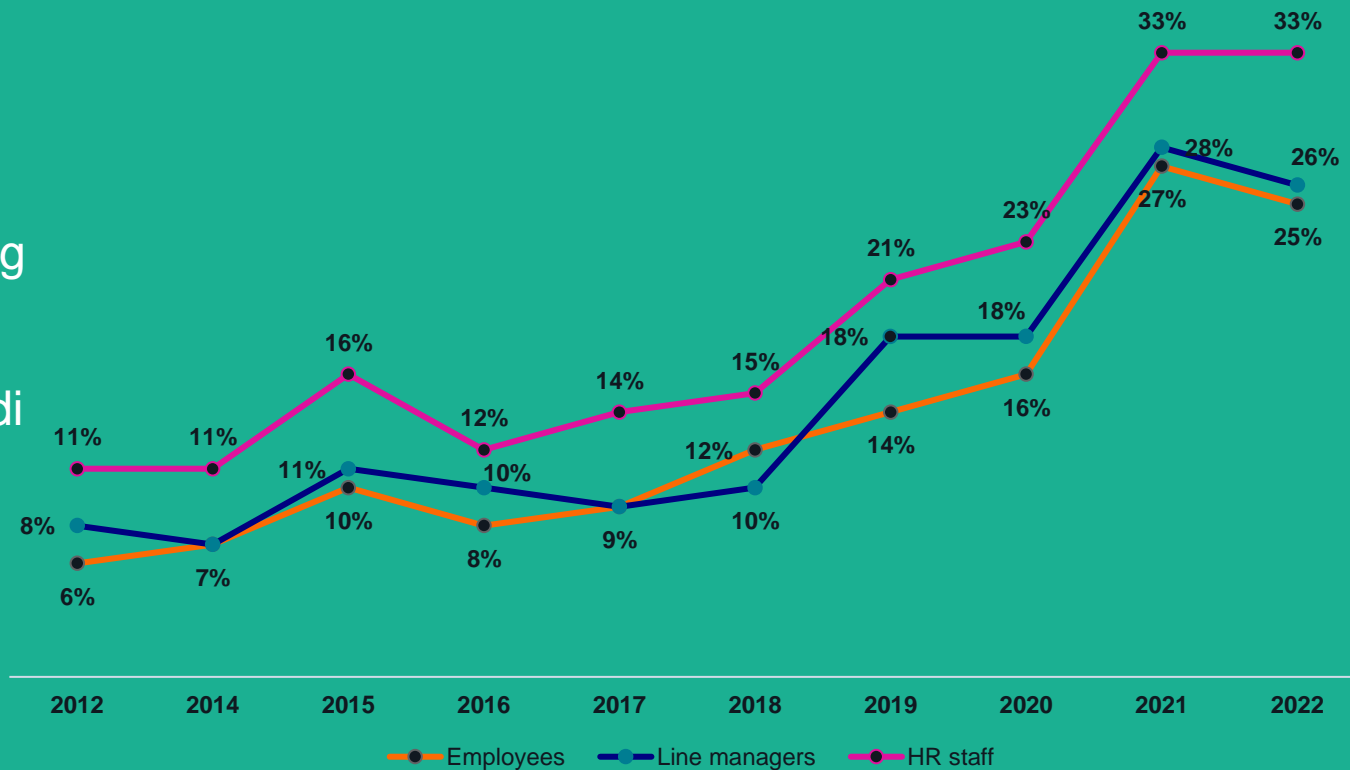


Mental health training provided

The proportion of organisations providing training to HR staff, line managers and other employees at least tripled between 2012 and 2022.

The importance of providing training to employees specifically for dealing with mental ill-health is highlighted, as the proportion that do so more than quadrupled from 6% in 2012 to 25% in 2022.

Training provided for dealing with mental ill-health





About the Ibec Research Unit

From pay and benefits, to policy, compliance, and more, Ibec's research unit provides the data and insights that your organisation needs, giving you up-to-date benchmarking evidence to support your decision-making.

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