

10 October 2018

Punter Southall Health & Protection & REC support World Mental Health Day with launch of Health & Wellbeing toolkit for members

To mark World Mental Health day, [Punter Southall Health & Protection](#) has announced the launch of a health and wellbeing toolkit for members of the Recruitment and Employment Confederation (REC).

Punter Southall Health & Protection's latest research into workplace wellbeing '*Employee Wellbeing Research 2018: How employers, CEOs and government are driving new agendas*' highlighted that mental wellbeing was the number one concern for UK employers. 60% of UK chief executives said that mental health is the area of employee wellbeing they are most concerned about. Leaders also said they recognise that high pressured working environments are putting their employees' physical and mental health at risk. And according to recent research from mental health charity [Mind](#), poor mental health affects half of all UK employees.

This is particularly notable in the recruitment sector, which was identified as the most stressful working environment, with around 82% of consultants claiming to be stressed whilst at work¹. Heavy workloads, long hours that threaten work/life balance and pressure to meet targets are among the key triggers for stress within the recruitment industry. This causes some recruiters to 'burnout' and leave the sector altogether.

Many employers are concerned about the rising cost of workplace mental illness. The government's 'Thriving at Work report' into mental health estimated the cost of poor mental health to UK business stands at between £33 billion and £42 billion a year. Its report also found that 300,000 people with a long-term mental health problem lose their jobs each year.

However, despite these stark figures, relatively few leaders are proactively supporting mental wellbeing. Only 16% of employers have a defined mental health strategy in place, with a further 37% planning to introduce one in the next 12 months.

Richard Gould, Director of Commercial at Punter Southall Health & Protection said: "the cost of mental health in the workplace can no longer be ignored. While it is encouraging to see that employers are sitting up and taking notice of this often overlooked issue, this needs to be coupled with action. Knowing where to start can be daunting which is why to mark World Mental Health day, we have partnered with REC to create a dedicated toolkit for members. The toolkit includes useful resources and practical tips to help members consider what positive steps they can take within their own businesses to address and support their employees' mental health'.

¹ The Stroke Association Research

REC chief executive Neil Carberry said: “Mental health awareness has risen up the business agenda quickly – but it can be difficult for firms to know the right actions to take with confidence. Launching the Health & Wellbeing toolkit in partnership with Punter Southall Health & Protection will give REC members resources to spot mental health issues and support staff.

“As well as being the right thing to do, old-fashioned attitudes towards mental health make no business sense. It is a priority for me and for the REC. On our own team, we have designated and trained Mental Health First Aiders on hand that provide support to colleagues.”

Members of the REC can access the online toolkit [here](#).

Ends

About Punter Southall Health & Protection

Punter Southall Health & Protection has grown considerably since its launch in 2010 to become one of the most innovative and strongest health, protection and wellness advisers in the UK. The company has over 160 employees split over three UK sites in Redhill, Surrey, central London and Baildon, Yorkshire.

Punter Southall Health & Protection is a subsidiary of Punter Southall Group, one of the biggest, independently owned entities of its kind in the UK. The group provides actuarial advice, pensions’ consultancy, administration, risk consultancy, employee benefits, investment services, and healthcare for pension scheme trustees, employers, private clients, Lloyd's insurers and institutions.

Find out more at www.pshp.co.uk

About the Recruitment and Employment Confederation (REC)

Jobs transform lives, which is why we are building the best recruitment industry in the world. As the professional body for recruitment, the Recruitment & Employment Confederation (REC) is determined to make businesses more successful by helping them secure the people they need. We are absolutely passionate and totally committed in this pursuit for recruiters, employers, and the people they hire. Find out more about the REC at www.rec.uk.com.