

Press release
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A wealth of creative solutions available for employers to support mental health, says GRiD

The theme of World Mental Health Day 2017 is mental health in the workplace. While a lot of progress is being made to remove the stigma surrounding mental ill health, employers can be at a loss as to what to do next. Many may be aware of the support that is available via traditional routes, such as employee assistance programmes (EAPs) or private medical insurance; but Group Risk Development (GRiD) is telling employers that there are now many more solutions available within group risk policies (employer-sponsored life assurance, income protection and critical illness protection products).

What's new

Solutions are available to help employers and managers promote mental health and to support staff who have mental health disorders. For instance, spotting the early signs that employees need help is crucial in mitigating the chance of problems worsening and can also speed recovery. Early awareness makes early intervention possible, and a number of group risk providers offer mental health first aid training to help line managers identify early signs.

Training can also be tailored for specific demographics, such as younger workers. Courses can focus on key areas linked to depression, such as dealing with insomnia. Practical in nature, they are designed to directly encourage better behaviours to help management support their staff.

Providers have also embraced technology, including taking the development of apps to a whole new level. Proven to engage employees, they can be personally tailored to aid buy-in, incentivised with achievable rewards, and deliver tangible results. Some providers also offer free fitness trackers to staff. Employers benefit too as they can measure the difference such apps can make to their workforce.

The new developments are a great addition to the support that has already been incorporated within group risk products in recent years. Such support can include EAPs, fast-track access to counselling, case management, vocational rehabilitation, HR advice, second medical opinion and more.

Employers that actively make use of the support under their group risk products can have access to both the reactive and the proactive, enabling them to offer well-rounded support for their staff and business.

Why now

There are many market-leading solutions that providers have developed to support mental health in the workplace. A lot are offered at no extra cost within group risk policies. Employers may have

access to them and not realise. GRiD is urging employers to look at the details of what comes along with their group risk products, talk to their advisers, work with their providers, and make use of the support that's available. For employers who don't yet offer group risk benefits, it is worth investigating what's out there.

For whom

Group risk providers have worked hard at developing solutions to help all employers and their staff every day, regardless of size or type of organisation. Those companies that make use of them effectively can reduce absence costs and improve on productivity, whilst reinforcing a caring attitude.

Katharine Moxham, spokesperson for GRiD said, "There is every reason for employers to investigate the new developments being made. Group risk is no longer about simply offering financial support when needed, it is seeing some of the most exciting areas of development, and it is fast becoming an important part of the go-to solution offering practical support for mental wellbeing.

Our message for employers that are serious about supporting mental health in the workplace is this . if you have group risk policies in place, make full use of them; if you don't, now is the time to investigate the options available."

GRiD is also reminding employers that it is important that such support isn't looked at in isolation. Mental, physical and financial resilience are all equally important and go hand in hand. Offering employees support for their mental health is an important part of a holistic approach to looking after the overall health and wellbeing of staff. Group risk policies can help in all these areas.

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For further information please contact:

Sharon Mason
SMUK Marketing and PR
smason@smuk.org.uk
Mob: 07747 611773
Land: 01252 843350

Katharine Moxham
Spokesperson for GRiD
Katharine.moxham@grouprisk.org.uk
Mob: 07887 512508

Notes for editors

About GRiD



Group Risk Development (GRiD) is the industry body for the group risk protection sector, promoting the value to UK businesses of providing financial protection for their staff, enhancing their wellbeing and improving employee engagement. Our membership includes insurers, reinsurers and intermediaries who have a collective wealth of experience built over years of operating in the group risk protection market. Under the chairmanship of Lee Lovett, CEO of Ellipse, GRiD aims to promote group risk through a collective voice to Government, policymakers, stakeholders and employers.

GRiD works with government departments and regulators involved in legislation and regulation affecting group risk benefits, and with other organisations involved in the benefits and financial protection arenas. GRiD also seeks to enhance the industry's standing by encouraging best practice and by participating in industry-wide initiatives such as the professional qualification in group risk managed jointly with the Chartered Insurance Institute.

GRiD's media activity aims to generate a wider awareness and understanding of group risk products and their benefits for employers and employees.

GRiD's dedicated spokesperson, Katharine Moxham, provides expert media comment on a full range of group risk issues.

www.grouprisk.org.uk

Follow Katharine Moxham on Twitter @KMoxham