Notes & stats on the importance of employee well-being

“Promoting employee health and welfare, tackling the issues surrounding stress in the workplace and management training for handling absenteeism, should assist in reducing absenteeism.” Avine McNally, Small Firms Assoc.

“... proactive measures by employers, such as holding return-to-work interviews as well as employee health and well-being supports, could help reduce absenteeism further.” Brendan Butler, IBEC.

To set the scale in perspective – the World Health Organisation’s evidence based scale says that mental illness is the largest single illness of people of working age, and as big as all other illnesses put together... as big as back pain, cancer, diabetes – everything – stress disorders outnumber all other physical conditions put together.... Extraordinary.

Half of all days off sick are due to mental illness - Richard Layard, of the London School of Economics, tells us that he attended the DAVOS Workplace and Wellbeing Alliance meeting this January, which was a 90 minute seminar, by and for, sixty of the worlds largest and most enlightened companies – yet it was only in the 85th minute that mental health was mentioned! All of the time had gone to discussing cancer and aging and diabetes and lung conditions and so on. Nobody wanted to discuss the taboo elephant in the room, mental health - but the cost is huge. On all levels. Again, extraordinary isn't it?

A serious issue running parallel to absenteeism, which is currently being measured in group studies, is 'presenteeism' – which is when the employee is in work, not absent, but is underperforming, (and/or negatively performing and affecting others), as their mind is elsewhere with mental health issues. This is thought to be a large number and climbing.

I believe it's time to take therapy out of the counselling rooms, and into real life ...
A solution: an affordable, fast, fun, and practical

Health & WellBeing Workshop

“Employers and managers are starting to realise the value that can be delivered when CBT techniques are applied in the workplace. In today’s uncertain times, business professionals are increasingly looking to enhance workforce quality and promote effective working – particularly in areas such as facilitating and managing change.” Professor Ian Norman (for Kings College London)

Contact Veronica at info@CBTandFeelingGood.com or 0868113031 for a quotation:

onsite for as many employees as you wish
experiential ‘learning by discovery’ workshops
(using a mix of a workbook, multimedia powerpoint + flipchart + discussion)

Assumes onsite at a Dublin location... pricing exc expenses if outside Dublin, call for quotation.
Call for a revised quotation if you want the workshop organised offsite.
Pricing excludes printing of workbooks for one day workshop, allocate €5 per head.

Links to reports and articles:

- Why Happiness in the Workplace Matters: [LINK]
- Cognitive Behavioural Training improves employee well being in all measures: [LINK]
- ‘Companies on the Couch’, my article for the Dublin City Enterprise Board: [LINK]
- 11 million days lost to absenteeism in Ireland: [LINK]
- Absenteeism costs 536m a year say Small Firms Assoc Ireland (Oct 2010) [LINK]
- Irish Medical Times: The Economic & Social cost of mental illness in Ireland [LINK]
- Irish Times: Mental Illness Exacerbated by Recession: [LINK]
- London School of Economics Layard lecture: Mental Health: The New Frontier for the Welfare State: [LINK]
- CBT to boost workplace performance (Kings College London): [LINK]
- Using CBT to tackle work related stress [LINK]:
- CBTandFeelingGood testimonials: [LINK]