



## Notes & stats on the importance of employee well-being

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*"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 ...**

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## **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)***



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*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.*

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### **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](#)

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