

# The line manager and mental health

Paul Barrett, Head of Wellbeing

# Good and bad people management

## **Good people management is associated with:**

- Higher levels of trust, sense of purpose in work and job  
Better satisfaction
- Staff retention
- Higher levels of employee engagement

## **Poor people management is associated with:**

- Higher levels of sickness absence/presenteeism
- Greater employee risk of heart conditions
- Prevalence of common mental health problems in teams  
(Stress, anxiety, depression etc)
- High turnover,
- Lower productivity

# Mental health approaches

## **Campaigns:**

- This is Me - Barclays
- Inspirational people – Lloyds
- Internal campaigns to coincide with national wellbeing days

## **:Mental health initiatives**

- Time to Change pledge
- EAP provision
- Mental health first aiders
- HR - policy and procedure and wellbeing strategies
- Business leaders fronting mental health agenda
- Mental health champions

# Supporting managers to fulfil their wellbeing responsibilities

- Train line managers to understand and manage mental health issues at work
- Recruit line managers with strong people skills
- Resource managers to support the health and wellbeing of their teams
- Place line managers at the heart of employee wellbeing strategies