

Following Mental Ill-Health Sickness Absence

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This project filled an urgent research gap by examining the employee return to work journey over time, and moved beyond a focus on individual factors to consider the resources at the group, management and organisational level, both in and outside of work.

<p>12 BILLION WORK DAYS GLOBALLY</p>  <p>lost every year due to poor mental health</p>	<p>\$16 TRILLION US DOLLARS</p>  <p>estimated in lost productivity</p>	<p>Despite initial successful return to work, many workers relapse and workers with common mental health disorders are</p>  <p>6-7x</p> <p>MORE LIKELY TO BECOME UNEMPLOYED</p>
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Examples of the resources across four of the five IGLOO levels found through interviews with workers and managers included:

 INDIVIDUAL	 GROUP	 LEADER	 ORGANISATIONAL
<ul style="list-style-type: none">• Creating structure within their working day to help maintain focus and concentration• Boundary management• Prioritising self care	<ul style="list-style-type: none">• Gaining feedback on tasks from colleagues• Help with challenging tasks• Being treated without stigma	<ul style="list-style-type: none">• Agreement of communication to colleagues• Continued support and access to work adjustments• Signalling availability without being intrusive• Be a consistent point of contact	<ul style="list-style-type: none">• Flexible working practices and leave policies• Accommodating absenteeism policies• Work-focused counselling• Demonstrating care through support

This research highlights the need to consider resources at all IGLOO levels.

- ➕ Train returned workers to structure their day and protect their boundaries
- ➕ Support co-workers to develop skills to enhance feedback and practical support
- ➕ Train and support line managers to have open and constructive conversations
- ➕ Implement work adjustments and respond flexibility in an individualised way
- ➕ Ensure that flexible work policies are embedded throughout the organisation
- ➕ Work-focused counselling is made available.

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