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Evidence Based Review And Summary: Mild And Moderate Mental Ill Health Job Retention, Rehabilitation, Early Retirement, Effective Interventions

Executive Summary

The average cost **per employee per year** to employers due to absence from work due to mild and moderate mental ill health is £650, added to which are costs due to reduced productivity of those suffering the condition but still at work. The cost for skilled workers is substantially higher. This BOHRF project is designed to enable employers to base their approach to management of this condition for the first time on an evidence base, generating potential average savings of £65,000 per 100 employees per year, plus savings due to improved happiness and productivity.

Strategic Setting

Stress at work is the largest cause of absence due to work related ill health. The HSE is shortly to publish Management Standards on stress at work, with the intention of using these as the basis of HSE/Local Authority enforcement on stress at work. These are based substantively on a consensus approach, after piloting.

This BOHRF project is designed to provide for the first time an evidence base to influence practice by HR and line managers, and advice by occupational health professionals to management. The application of its outcomes should substantially contribute to reducing the current 17 million days lost per year in UK alone due to stress believed to be related to work; and to achieving at least a 30% improvement by 2010 in overall UK performance.

Bringing employers and researchers together to produce research that will contribute to good employee health and performance at work

Aims and Objectives

To produce an evidence base within an occupational setting to enable HR and line managers, and occupational health professionals to influence their practice in respect of employees suffering from mild and moderate mental ill health at work, covering

- Job retention and remaining in work
- Rehabilitation/return to work and the role of key players
- Early retirement issues
- What works as regards policy, interventions, change management

Publications will be a full evidence review, plus summaries of key evidence issues for (a) HR and line managers (b) occupational health professionals.

What BOHRF Is Seeking

BOHRF is seeking expressions of interest in contributions of £10,000 towards the total project funding of £79,580. Private sector organisations can claim tax break of 125% under IR R&D scheme making real cost £6.25k. All funders receive full copy of interim and final report.

BOHRF is also keen to talk to organisations willing to sponsor specific aspects of this project e.g. final Workshop; evidence summaries for HR/line managers and occupational health professionals; evidence review report.

Timescales

This is an 18 month project scheduled to begin March 2004.

Further Information

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