

Mental health and wellbeing in the charity sector

Why charities need to address the problem, and what they can do

A confidential 2019 survey of members of Unite, the UK and Ireland's largest union, has found epidemic stress levels among charity workers

80%

of charity workers say they have experienced stress in the past 12 months



22%

of respondents disagree or strongly disagree with the statement "I work in a safe and healthy working environment"



42%

say their job is damaging their mental health

The CIPD Health and Wellbeing at Work Survey 2019 looked at over 1,000 HR professionals covering more than 3.2 million employees across the UK, in every sector

It found that absence due to mental ill health is on the increase...



Nearly two fifths of UK organisations (37%)

have seen an increase in stress-related absence over the last year, with heavy workloads and poor management style to blame



A third of UK organisations

include mental ill health among their top three causes of short-term absence, continuing a growing trend

In the non-profit sector...



49%

of short-term absences are due to stress (compared with 41% of private sector employees)



31%

of short-term absences are due to mental ill health such as clinical depression and anxiety

employees lose an average of

8.1

days a year due to absence



with the average cost of sickness absence at

£598

per employee per year



So what can be done?

The most effective methods for managing absence are (according to CIPD) ...

#1

Efforts to monitor attendance (such as trigger mechanisms to review attendance)

#2

Return-to-work interviews

#3

Line managers receiving and acting on absence information

Yet 95% of non-profit organisations have never used HR software to



Analyse and report on sickness and absence data



See the real cost of absenteeism to their organisation



Spot patterns early in order to intervene with those who may be having issues



Help proactively build a happier, healthier workforce

Sources:

Unite survey:

<https://unitetheunion.org/news-events/news/2019/may/charity-workers-suffering-an-epidemic-of-mental-health-issues-and-stress-survey-reveals/>

CIPD Health and Wellbeing at Work 2019:

https://www.cipd.co.uk/Images/health-and-well-being-at-work-2019.v1_tcm18-55881.pdf

95% of charities missing out on HR efficiency gains - Charity Digital News:

<https://www.charitydigitalnews.co.uk/2019/06/03/95-of-charities-missing-out-on-hr-efficiency-gains/>

For more on how your charity can benefit from HR software, visit BreatheHR.com