



Mental Health in the Workplace: Needs of patients & Challenges for Employers

*results of the
GAMIAN Europe Survey's*

Paul Arteel, executive director

Rebecca Müller, board member

European Parliament, 19th November 2014

Background of GAMIAN-Europe

↑ ↑ ↑ GE is involved in strategic projects aimed at influencing policies at the national/European level : (WHO,WFMH, EMA, Euro Parliament, EC,...
GE is represented, or is collaborating with most NGO's

↓ ↓ ↓ Strategic projects to listen to the patients voice:

Annual convention (information, education and exchange)

Annual regional Seminar (education and discussion)

Social Media (exchange)

Surveys (listen to the expert by experience)



GAMIAN-Europe

For Gamian-Europe it is important to hear from patients what their true experience is.

The main aim of this pan-European **surveys** is to assess patients experience in different countries. In particular the surveys are looking at the specific view of the “*expert by experience*” on specific themes (stigma, physical health, adherence to treatment, workplace, inclusion&support)

.





GAMIAN-Europe Surveys:

GAMIAN-Europe endeavors to capture patient views through surveys via our network of members:

Translated survey packs posted online on the GAMIAN-Europe website, Facebook, Twitter and LinkedIn pages



Stigma (2006
and 2010)



Physical and
mental health
(2011)



Adherence to
treatment
(2012)



Mental Health
and Work
(2013)



PATIENT SURVEY ON STIGMA (2006 & 2010): ATTITUDE & EMPLOYMENT

In 2006 **54%** of respondents think that most employers will hire a former mental health patient if he/she is qualified for the job
In 2010 his figure has decreased to **47%**

In 2006 **68%** of respondents think most employers will pass over the application of a former mental patient in favor of another applicant, in 2010 this figure has increased to **77%**.



PATIENT SURVEY ON PHYSICAL AND MENTAL HEALTH(2011): ATTITUDE & EMPLOYMENT

In 2011 only **5%** of respondent ticked “colleagues” on the question:
Is there someone close to you who encourages you to look after your health?
(**81%** for “family members”)



PATIENT SURVEY ON ADHERENCE TO TREATMENT (2012): ATTITUDE & EMPLOYMENT

Up to^(*) **one out of three** respondents reported fear of disclosing their mental condition as a reason for non adherence to treatment

^(*) depending on the sort of treatment



PATIENT SURVEY ON MENTAL HEALTH AND WORKPLACE (2013): ATTITUDE & EMPLOYMENT

Gamian-Europe Survey on Mental Health and Workplace (2013).
Belgium, Croatia, Cyprus, Czech Republic, Finland, Greece, Hungary, Israel,
Lithuania, Luxemburg, Malta, Netherlands, Portugal, Slovenia, Sweden,
Turkey, UK (572 responses)



PATIENT SURVEY ON MENTAL HEALTH AND WORKPLACE (2013): WORK LOCATION & ABSENCE

Up to **50%** of respondents are employed in a small company (1-50 employees) and only **20 %** work in a large company with more than 250 employees.

50% of respondents had to stay home from work between 10 and 99 days due to mental health problems. **18%** were absent up to 9 days and another **18%** never were absent from their jobs.



PATIENT SURVEY ON MENTAL HEALTH AND WORKPLACE: UNHAPPY NOT TO WORK

For **64%** of respondents not being able to work is a more or less permanent situation.

24% of respondents are happy with this situation and have accepted that they will probably never be able to work again due to their mental health problems.

39% of respondents are unhappy with this situation and would like to get back to work.



PATIENT SURVEY ON MENTAL HEALTH AND WORKPLACE: BARRIERS

For **47%** of respondents their symptoms make it impossible to go back to work!

16% of respondents are convinced that their former employer does not want to have them back.

19% of respondents are afraid to have a relapse if they return to their former job.



PATIENT SURVEY ON MENTAL HEALTH AND WORKPLACE: INFORMATION & CONSENT

33% of respondents did not tell their employer about their mental illness, because they were afraid that this would not be understood. They fear discrimination and the loss of their job.

26% of respondents had no choice in not telling because on their medical attestation the name of a psychiatric clinic was mentioned.

18% of respondents decided themselves that they wanted to tell their employer about their mental health problems.



PATIENT SURVEY ON MENTAL HEALTH AND WORKPLACE: CHALLENGES & NEEDS

- More than half of the respondents believe that better training of the HR Department and a good support from a medical professional would have helped them to keep their work !

=> important challenge for the professional !

- 77% of respondents think that a change in attitude of the management is needed.
- 84% of the respondents think that a change in attitude of their colleagues would have been very helpful to them.
- 80% of patients needed more support from their families and think a change in attitude would have been helpful.

=> fighting stigma and increasing understanding of mental health issues with decision makers, managers and the general public!



PATIENT SURVEY ON MENTAL HEALTH AND WORKPLACE: KEY POINTS

- Need for **effective treatments** to ensure sufficient symptom reduction so that people can work again and keep their jobs!
- Increase quality of life. **A good life quality includes work !**
- More and effective **programs for people with mental health problems to find work** and keep their job. 40% of those people with mental health problems, who no longer work are unhappy about this situation!
- **Respect the privacy of patients!** People should not be forced by practical circumstances to come out about their mental health problems at work or in any other circumstances.
- **Fight stigma & change attitude** of managers and employers!