**Mental Health and Wellbeing**

**Looking at the recent reports of workplace health and wellbeing by Benenden Health, it is clear to see that although workplace/employers are evolving and implementing programmes to support the issues of mental health and wellbeing – there is still a gap that is unfulfilled and does not fit everyone – could it ever?**

**Will employees ever fully trust or feel comfortable disclosing their mental health issues to their managers or even Occupational health resources and even if they do, are they getting results that really serve them.**

**There is a need to move forward and delve deeper into the workable solutions scientifically proved to help sufferers understand the root cause of their mental health and wellbeing issues. Unfortunately, these are not currently available in workplace, but being the forever optimist, I predict that very soon one to one successful therapy will become the “norm” and as employers create the harmonious and healthy workforce they require, only then will they reap the benefits of a massively reduced sickness ratio that is destroying their companies but more so, destroys the lives of those suffering.**

**National Health and Wellbeing at Work Report conducted by Benenden Health found that..** Naomi Thompson Head of Organisational Development, Benenden Health

More than half of UK adults (51%) have a health issue, long-term condition, or disability.

Health remains a taboo subject at work Over a third of employees say that they have a health issue they haven’t told their manager about. Mental health is the most common issue that employees haven’t disclosed to their managers, but high blood pressure, arthritis and diabetes are all commonly kept private too.

Benenden Health say..

The research conducted amongst both employees and employers highlights not only the prevalence of health issues, conditions, and disabilities in the workplace, but the diverse range of issues people experience. This has certainly shown us that supporting employees’ health and wellbeing can’t be done effectively with a one-size-fits-all approach. We’ve seen that most employers genuinely do care about their employees and their wellbeing. However, they’re faced with some key challenges when it comes to providing the support they’d like. Firstly, there’s still a significant level of stigma around health issues, and a genuine worry that employees will be judged, or even worse, lose their jobs. Consequently, even though 51% of employees currently have a health condition, only 19% have told their manager. So, employers are left in the dark about what support their employees might need. Having a wellbeing programme in place can show employees that wellness is prioritised and that your employer genuinely cares. Despite a genuine desire to look after their workforce, the cost of health cover is a significant barrier for several employers. But costly private health insurance isn’t the only answer. There are plenty of steps you can take to create a supportive environment for your employees and maintain a happier, healthier workforce.

**RTT – Rapid Transformational Therapy** is an award-winning therapy that gets to the root cause of a presenting issue using a complimentary combination of CBT, NLP, psychotherapy, and hypnotherapy. The unique difference about RTT is

* It does not require weeks and months of talk therapy
* It does not require extensive hypnosis inductions and multiple sessions
* It gets to the root cause rapidly – in as little as 2 hours.
* It delivers results in just one session for complete transformation, no more than 3 sessions for more serious longstanding issues/health conditions.
* A unique and bespoke transformational recording is received for post session use.
* RTT uses the abilities of the mind to create the changes required to remove the debilitating, destructive and restricting issues that grips a person life and can create knock-on affects to those close to us.
* Science has already proved through neuroplasticity that we can rewire our mind neurons.
* RTT works within schools (5-day challenge) and is also working with police and other statutory services in the UK and US to establish the impact of RTT on a wide range of mental wellbeing issues affecting society today.
* Research is underway in healthcare to support keyworkers and working with charities in the UK, US and Europe. In addition to this the “RTT Method” are working with the Prison Reform trust (PRT) measuring the impact of RTT within a prison setting and worked with women for change (Leicestershire police).

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***Rtt.com***

**Benenden’s Mental Health report 2020 states...**

Stigma and fear remain the two most common blockers to talking about mental wellbeing openly, both within the workplace and within our society.

With 43% of people saying they take two to five days per year for mental wellbeing,

When faced with deteriorating mental wellbeing because of their professional life, one in three employees still report feeling uncomfortable discussing their mental wellbeing at work. 28% of respondents did say that they’re happy to have such conversations, but disappointingly, this figure is much lower than the 46% of respondents who felt confident to tackle such discussions when we ran our survey in 2017. Part of this ostensible drop is accounted for by the 40% of respondents who firmly felt that their workplace had no impact on their mental wellbeing, but there’s clearly more reluctance to speak up than there was before.