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## Healix Approach to Mental Health

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Stevenson and Farmer stated in their independent review 'Thriving at Work' in October 2017 that the UK is facing a mental health challenge at work that is much larger than we had previously thought. Around 15% of people at work have symptoms of a mental health condition and while the human cost is significant, the cost to employers is estimated at between £33 billion and £42 billion annually. A large proportion of these costs can be attributed to sickness absence and staff turnover. In addition, more than half result from presenteeism, when individuals are less productive due to poor mental health in work. (*Deloitte, Mental Health and Wellbeing in Employment, 2017*).

Prevention, along with early detection and access to the right support, is key to a thriving workforce. Healix has therefore developed a comprehensive approach to mental health at work, designed to help employers meet the needs of their staff through a range of measures. These include services aimed at prevention or reduction of stress and mental health issues. For example, financial education and absence management; early detection by training staff in Mental Health First Aid and access to EAP services through face-to-face psychological therapies.

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## Combining EAP and healthcare plan benefits

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The Healix Wellbeing and Mental Health pathway aims to support employees at all stages by combining the services traditionally offered through an Employee Assistance Programme (EAP) with the services that have historically been offered as part of a corporate healthcare plan. Access is provided to services offering a full range of wellbeing guidance and mental health care, from sound evidence based early interventions to acute psychiatric services for complex conditions.

Employees often have access to an EAP and may have a private healthcare plan. However traditional workplace EAP's are often underutilised and overlooked when employees seek help for mental health issues.

The Healix Wellbeing and Mental Health pathway recognises that an EAP can be the first step on the ladder to accessing a range of support; it is available 24/7 and provides immediate empathic expert advice. It is aimed at prevention and early intervention / identification of mental health concerns at work.



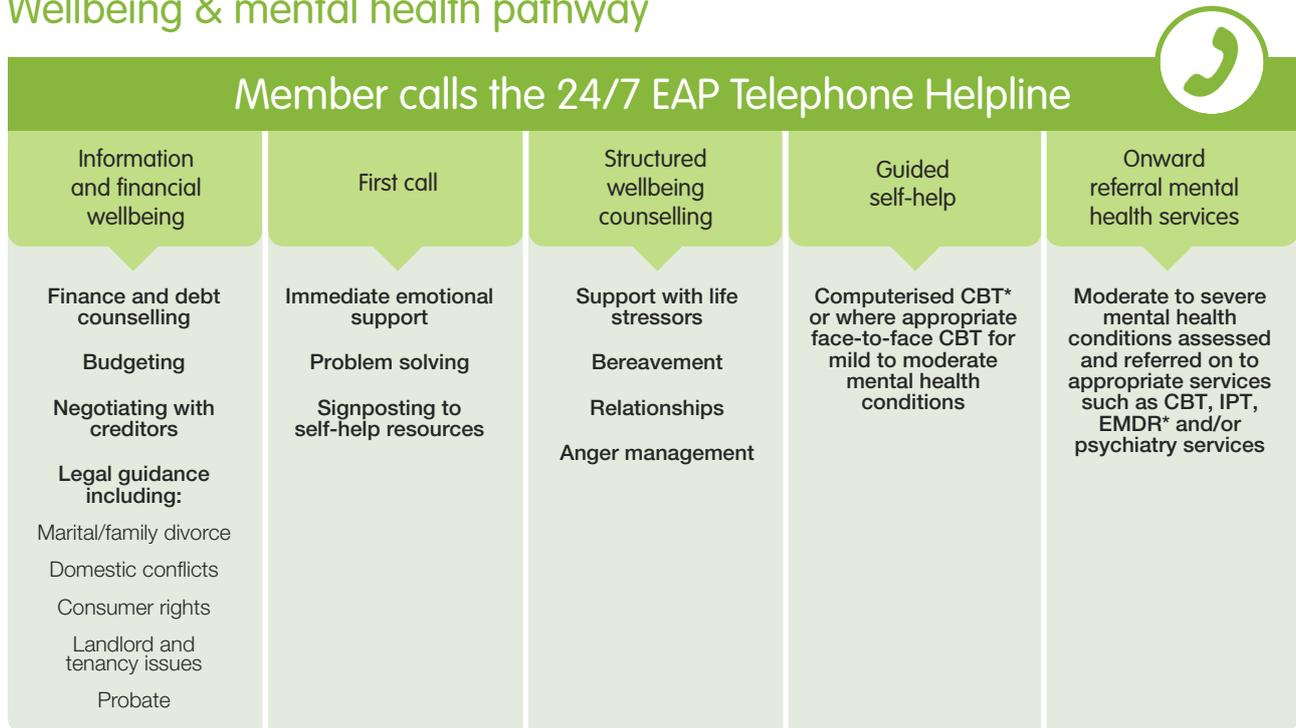
## Integrated service

This integrated service can offer a wide range of services which include immediate emotional support and signposting to self-help resources for those experiencing milder symptoms. The pathway can also provide structured wellbeing counselling for life stressors, bereavement, and anger management among other issues. In addition, the step-wise approach includes guided self-help in the form of computerised CBT with guidance and support from a psychological wellbeing practitioner.

Those with mild to moderate symptoms are offered low intensity therapy with a psychological wellbeing practitioner either digitally or in person. Treatment has an occupational focus and is clinically governed by a registered clinician. For individuals experiencing more severe symptoms they will undergo careful assessment using recognised models (such as GAD7 and PHQ9) and, if appropriate, they will be directed to the Mental Health services for therapy and where necessary referred to a Consultant Psychiatrist.



## Wellbeing & mental health pathway



\* CBT cognitive behaviour therapy, IPT interpersonal therapy, EMDR eye movement desensitisation and reprocessing therapy.

### Contact us

Healix Health Services  
Healix House  
Esher Green, Esher  
Surrey, KT10 8AB

[enquiries@healix.com](mailto:enquiries@healix.com)  
[www.healix.com](http://www.healix.com)