



**BETTER
HEALTH**
INFO BITE

**Life Care
Consultants Ltd**

Ngā Kaitohutohu Tiaki Ora



Good mental health is a state of mind

Before Covid-19, we were acutely aware that one in four Kiwis experience a mental health disorder, and as recently as 2019, the World Health Organization included burnout in its International Classification of Diseases as an occupational phenomenon.

Although burnout is not classified as a disease or medical condition, it's recognised as a consequence that affects our mental and physical wellbeing. According to Praxis, employees experiencing burnout are 33% more likely to be actively looking for another job and 63% more likely to call in sick.

Also in 2019, a pre-Covid scenario, found that absenteeism due to mental health cost New Zealand businesses \$1.79 million and, over the last decade mental health in New Zealand has increased by more than 5% in adults with high or very high psychological distress.

If we hadn't noticed it before, the pandemic has certainly raised questions (and anxiety). Living through 2020 with this pandemic on our doorsteps and witnessing the massive levels of disruption that happened in its wake, has made the pressing issue of mental health even more alarming. For many people lockdowns and remote working blurred the lines around work-life balance, and boundaries as to when and where work starts and ends, have been upended by the pandemic.

With slow and cautious return to some version of the pre-Covid workplace, businesses are dealing with employees wondering if they're in the right job; they're also dealing with return-to-work policies with a shifted focus, and a louder collective voice from employees asking what they're really doing about the mental wellbeing of their employees. There are myriads of factors needing attention in the workplace; from adjusted leave categories, increased absenteeism or presenteeism, a global financial constraint and, supporting the socially shy with returning to group environments.

Here at Life Care, we have created a carefully curated mental health toolbox programme, which is ready for businesses to access online and in video format so you can share

it easily and freely with all your staff. The programme is a 12-month long commitment, providing staff and managers with resources and tools to better manage some of these newly focused objectives, whether on an individual or organisational level.

A global health report shows us that work-life balance, flexibility, and mental health are now high priority for 88% of respondents. The COVID-19 crisis also heightened risk factors generally associated with poor mental health such as financial insecurity, unemployment, and fear, while protective factors such as social connection, employment, educational engagement, access to physical exercise, daily routine and access to health services fell dramatically.

However, changed, bringing our workplaces and schools into our homes proved challenging and stressful, and the length of time we've been under this stress has caused increased feelings of overwhelm.

This "one in four" statistic; we're sitting next to them on the bus, on the ferry, at lunch or in the office. They're in your home; they're your children, your partner. It might even be you.

Globally, around one in-seven people (15%) have one or more mental or substance use disorders, and in many cases, the two go hand-in-hand.

Life Care has a solution, and we're ready to share it with you, call us today on 0800 493 559 for more information and one of our friendly staff will be happy to answer any questions you have.

References:



[Oracle AI@Work](#)



[NZ Health Survey](#)



[Our World Data](#)

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