

Mental Health in the Workplace

If you would like to discuss Mental Health in the Workplace in more detail, please contact MHA Moore and Smalley to speak to a member of our Small Business team or email Philip Dyer, Founder of nxo Healthy Leaders, on philip.dyer@nxo.net who specialises in creating Healthy Leaders in the workplace

Contact Us

Judith Dugdale
Corporate Services Director




T: 01772 821 021
E: judith.dugdale@mooreandsmalley.co.uk

mooreandsmalley.co.uk

We welcome the opportunity to help you find solutions to your challenges and explore business opportunities.

 mooreandsmalley.co.uk

 @MooreandSmalley

 Offices in: Preston, Blackpool, East Midlands, Kendal, Kirkby Lonsdale, Lancaster, Liverpool, Manchester and Southport

An organisation's culture can have an impact on the staff's mental health and wellbeing

Is Mental Health a big issue for organisations?

Mental health issues tend to be hidden within organisations. This can often be a result of an organisation focusing on the process of the organisations rather than the people. Many people believe that there is a stigma attached to mental health and this can often be one of the reasons why it is hidden and not spoken about within organisations.

What may be some signs of poor Mental Health of your staff within the organisation?

- Chronic fatigue
- Insomnia
- High stress levels
- Poor concentration
- Worrying
- Finding it hard to make decisions
- Low mood
- Poor diet

- Irritability and short temper

How can an organisation change its work culture to help with mental health?

A first step to take is to ensure that your organisation has a healthy leader. Your healthy leader will ideally look after themselves and also ensure that they are looking after their management team and all of the staff within the organisation.

Organisations can reduce the stressfulness of the environment by making the environment less transactional. A less transactional environment means that there can be a larger focus on the care and wellbeing of the team itself. Organisations should reduce the pressure by focusing on the people first and the process second.

Ensuring that the staff are resting to improve their general wellbeing. For example, having a healthy work life balance.

Moore and Smalley LLP is a limited liability partnership that is registered in England and Wales under registration number OC313896 whose registered office is Richard House, 9 Wincley Square, Preston, Lancashire, PR1 3HP. The term "partner" indicates a member of the LLP who is not in partnership for the purposes of the Partnership Act 1890 and a list of members is available from the registered office. The LLP trades as MHA Moore and Smalley and is registered to carry on audit work in the UK by The Institute of Chartered Accountants in England and Wales and is authorised and regulated by the Financial Conduct Authority. Moore and Smalley LLP trading as MHA Moore and Smalley is a member of MHA, an independent member of Baker Tilly International Limited, the members of which are separate and independent legal entities. Baker Tilly International Limited is an English company. Baker Tilly International provides no professional services to clients. Each member firm is a separate and independent legal entity, and each describes itself as such. Moore and Smalley LLP is not Baker Tilly International's agent and does not have the authority to bind Baker Tilly International or act on Baker Tilly International's behalf. None of Baker Tilly International, Moore and Smalley LLP, nor any of the other member firms of Baker Tilly International has any liability for each other's acts or omissions. Arrandco Investments Limited is the registered owner of the UK trade mark for the name Baker Tilly. The associated logo is used under licence from Baker Tilly International Limited. Moore and Smalley C.A. Limited is a limited company that is registered in England and Wales under company number 5373155. Its directors are Deborah Wood FCA and Christine Wilson FCA and its registered office is Richard House, 9 Wincley Square, Preston, Lancashire, PR1 3HP. Moore and Smalley C.A. Limited is a wholly owned subsidiary of Moore and Smalley LLP and trades as MHA Moore and Smalley. Moore and Smalley LLP (Blackpool) is a member of AISMA, Association of Independent Specialist Medical Accountants. Moore and Smalley C.A. Limited (Nottingham) is a member of AISMA, Association of Independent Specialist Medical Accountants.