

Mental Wellbeing at the Workplace



RICHMOND

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CEO

8th Nov, 2024



**Holistic, Preventative,
Solution Focused
& Inclusive Support**



RICHMOND FOUNDATION'S EAP

HEALTHY MINDS TALK

1770, Crisis Line, Olli Chat, Counselling,
Group Support Sessions

HEALTHY MINDS KNOW

Company Insight on Work Dynamics,
Organisation Culture and more

HEALTHY MINDS LEARN

MHFA, Safety Intervention, Custom
Trainings, Wellbeing Trainings

HEALTHY MINDS CONSULT

HR & Top Management Support, Mental
Health Policy

Employee Wellbeing



Wellbeing at Home

Wellbeing at Work



Employee Wellbeing

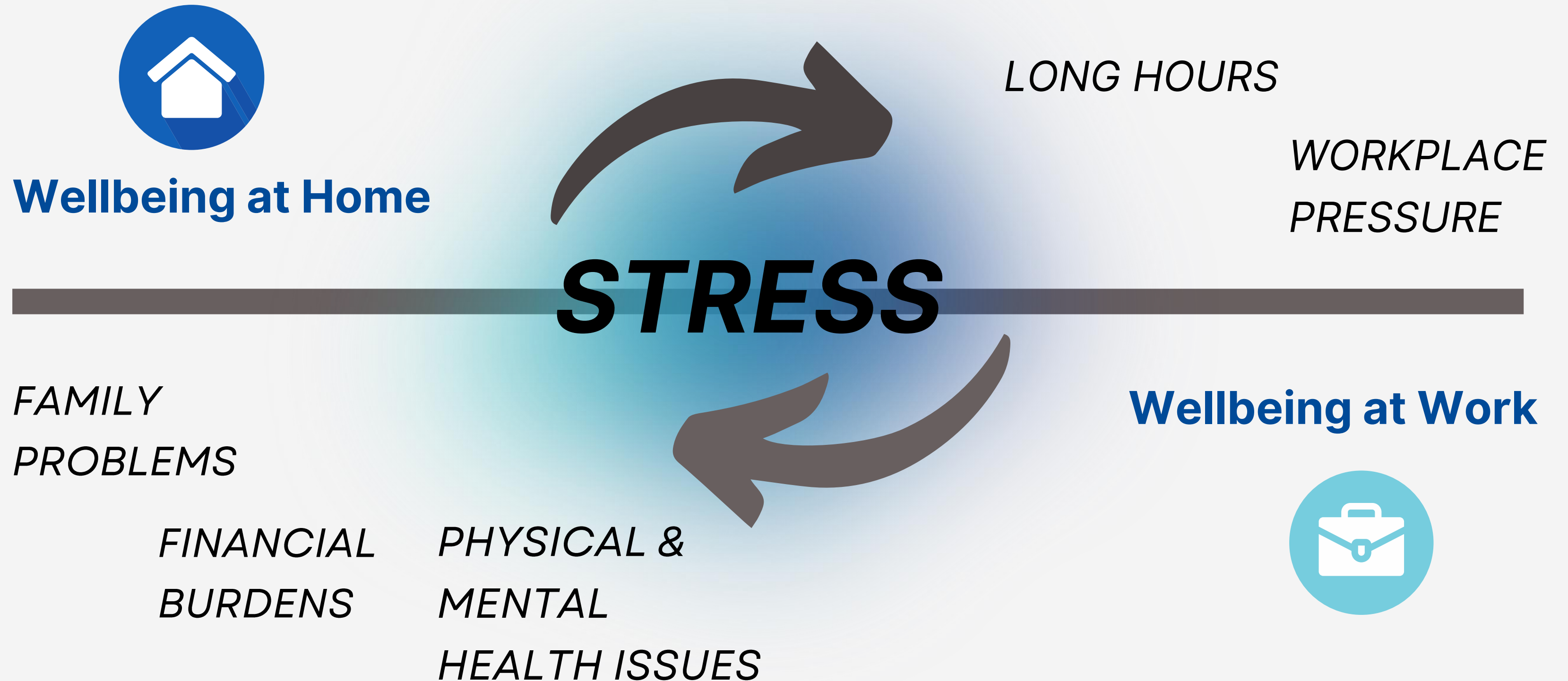


Wellbeing at Home

Wellbeing at Work



Employee Wellbeing



**PRESENTING
MENTAL HEALTH ISSUES
AT THE WORK PLACE**



RICHMOND

Healthy Minds Work



2024 - 185 companies



Employee Base Covered
40,000 Employees



2024 - 1,064 employees (Sept)

Mental Health Issues that Impact the work Place



01 Relational Issues

02 Feelings of Anxiety

03 Poor Self Esteem / Worth

04 Poor Emotional Regulation

05 Depressive Feelings

06 Stress

07 Other:

Chronic Mental Illness

Loneliness

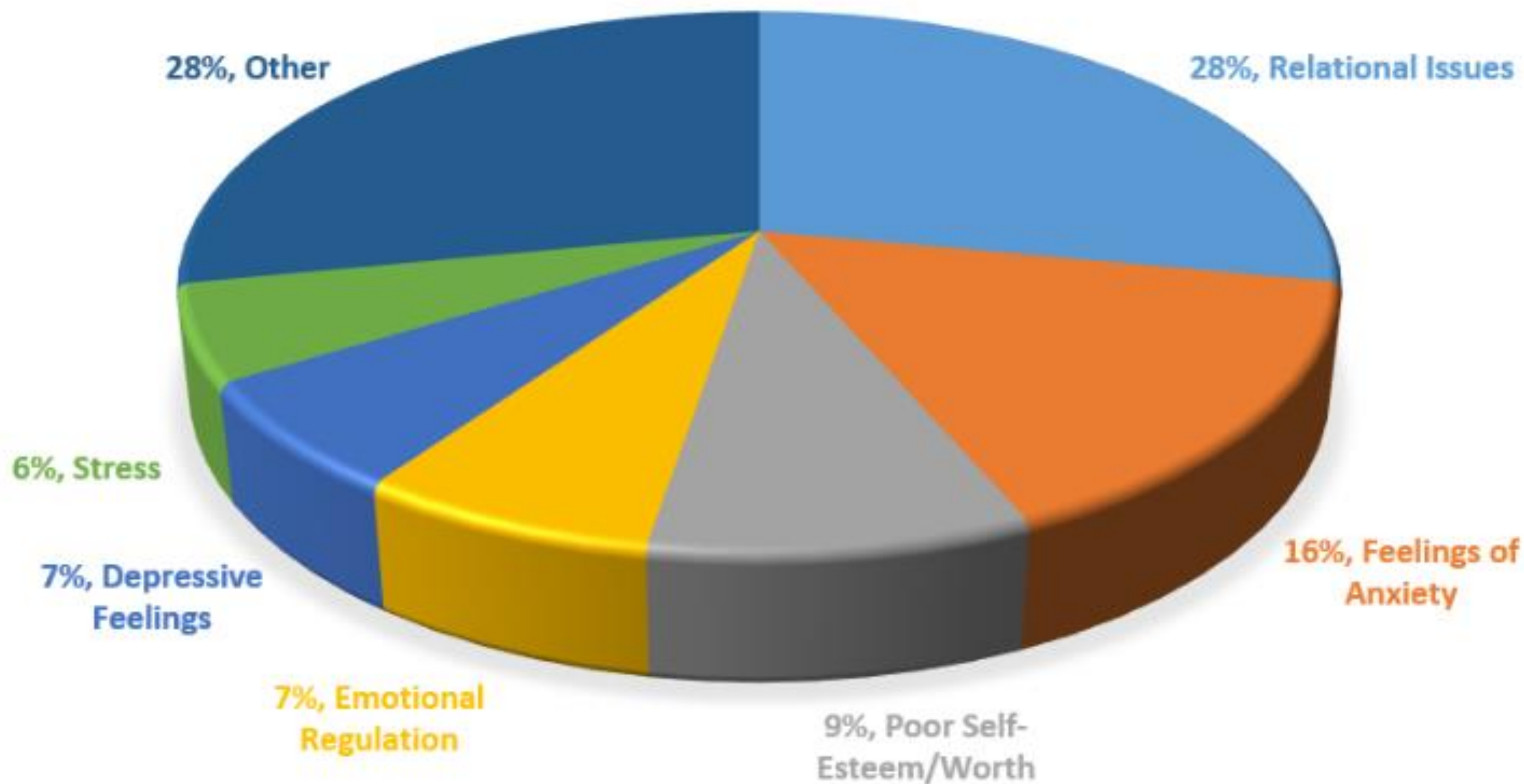
Trauma

Suicidal Thoughts & Self-Harm

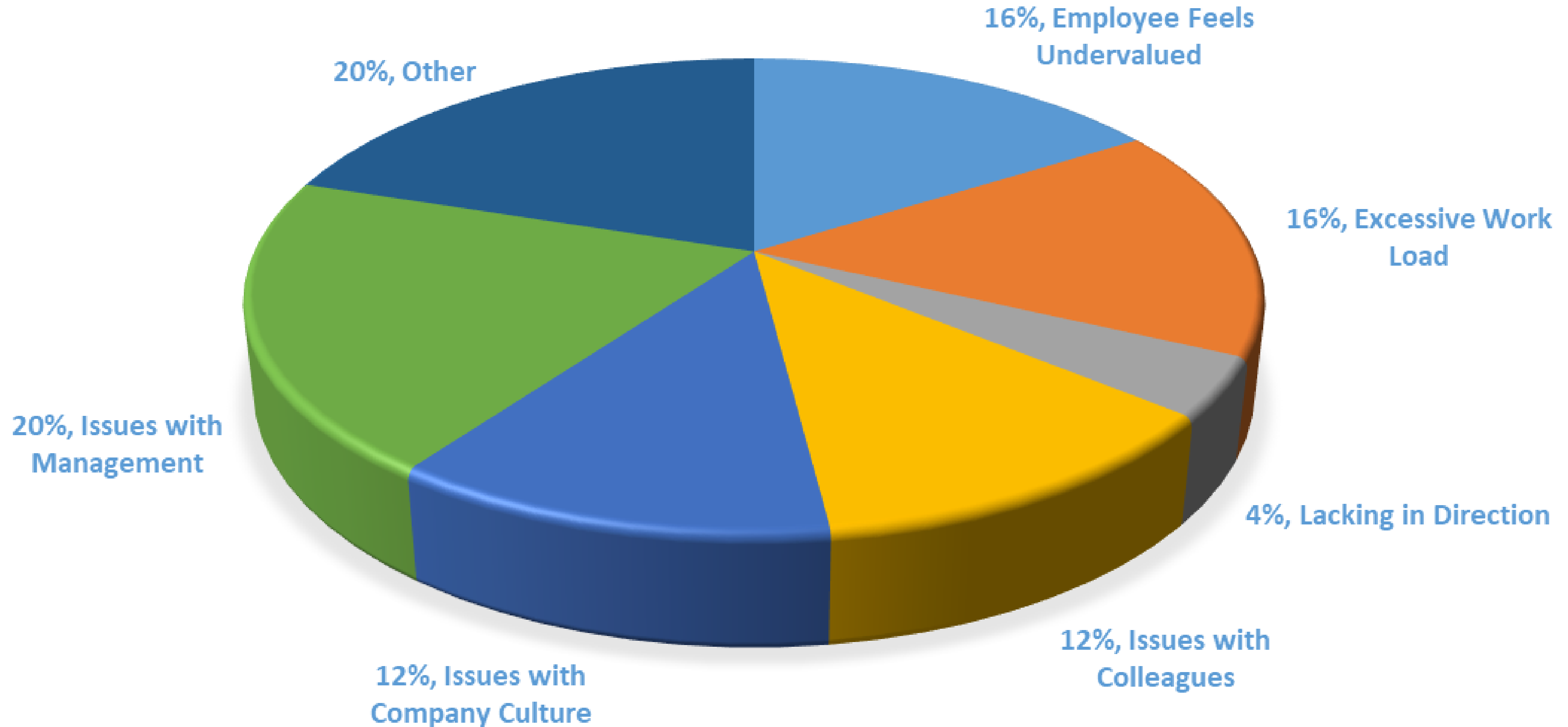
Bereavement

Substance Use & Addictions

PRESENTING ISSUES



WORK RELATED ISSUES



The Cost of Poor Employee Wellbeing

01

Presentism - €232M

the problem of workers' being on the job but, because of illness or other medical conditions, not fully functioning.

02

Absenteeism - €116M

an employee absence from work for lengths beyond what is considered an acceptable time span.

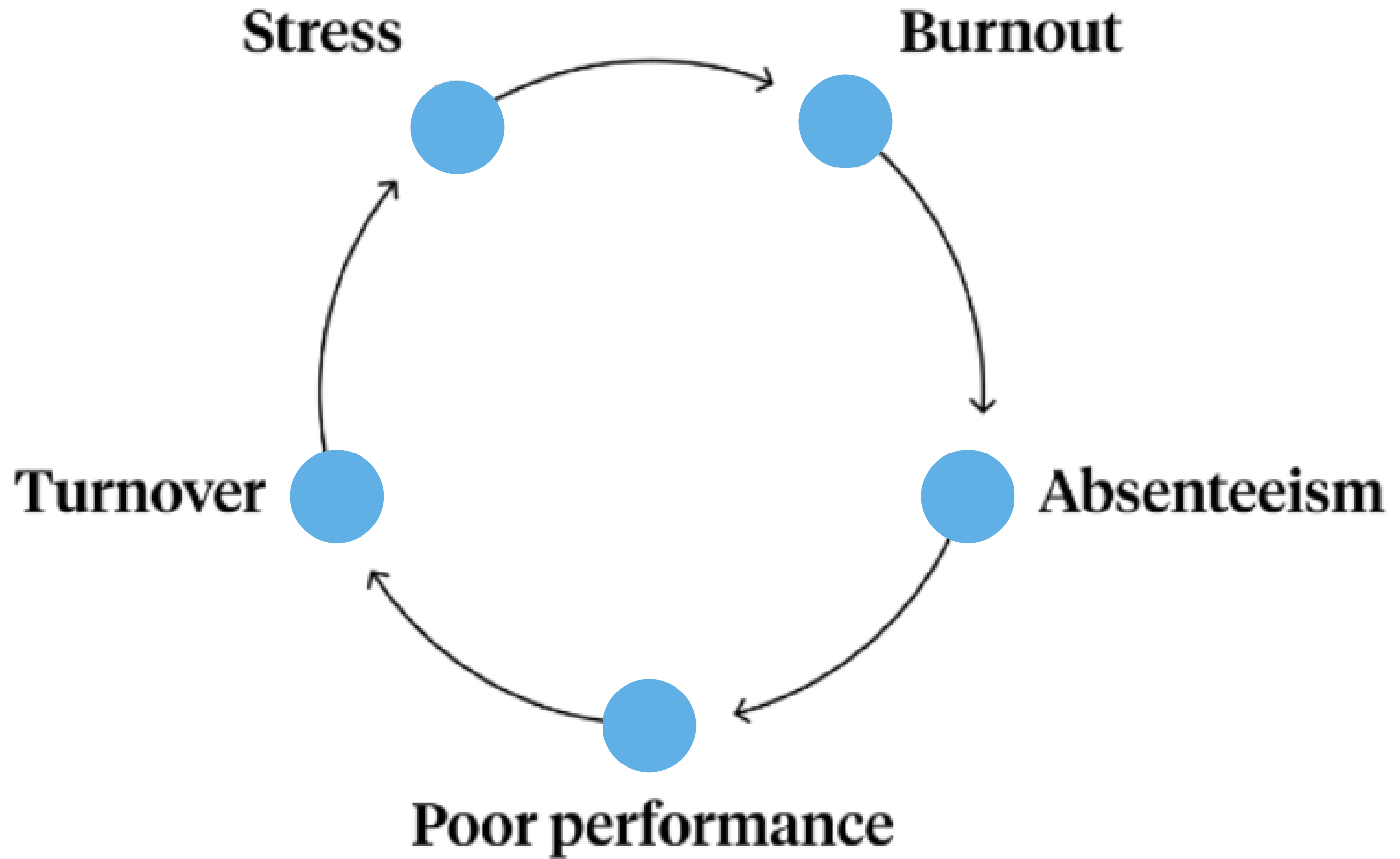
03

Turnover - €50M

rate at which employees leave and are replaced within an organization.

A 4% GDP Level Impact - estimated above €400 million

Source: National Statistics Office of
Malta



HEALTHY EMPLOYEE

PRODUCTIVE EMPLOYEE

Workplace Support & Professional Development

Personal Support

Healthy Work Culture & Environment

Healthy Work Life Balance



Return on Investment

- Deloitte Study; ROI £5: £1
- 45% Absenteeism reduction
- 50% Employee engagement increase

Source: Grant Thornton

Further Benefits of an EAP

Recruitment Incentives

Lower Turnover & Increased Loyalty

Risk Mitigation & Crisis Management

Skill Development

Accessibility of Services & 24/7 Support

Workplace Morale

Better Quality of Life

Recommendations

- **Recognition & Consultation**
- **Data Informed Approach**
- **Education**
- **Support Systems**
- **Policies**



**A holistic, organization-wide
approach to wellbeing is
critical for a thriving business**

Thank you!

Resource Page

01 National Statistics Office of Malta

02 Richmond Foundation (Malta) internal estimates based on research from the Centre for Mental Health UK and extrapolated to the Maltese context.

03 "The Economic Costs of Mental Illness in Malta" study by the University of Malta, 2018

04 Eurostat data on labor costs in Malta.

05 Research by the Centre for Mental Health UK on the relative impact of presenteeism

06 Manpower Group employment survey data for Malta