# [JET Library Policy Briefing – Thriving at Work: the Stevenson/Famer Review of Mental Health and Employers](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/654514/thriving-at-work-stevenson-farmer-review.pdf)

* 300,000 people with long-term mental-health problems lose their jobs every year
* Around 15% of people in work have symptoms of an existing mental-health condition
* The cost to employers of mental ill-health is estimated at between £33bn and £42bn
* The cost to the Government is estimated at between £24bn and £27bn
* The cost to the economy as a whole is estimated at between £74bn and £99bn
* Case studies consistently show a positive return on investment for mental-health initiatives
* Employers should:
  + Produce, implement and communicate a mental-health-at-work plan
  + Develop mental-health awareness among employees
  + Encourage open conversations about mental health and the support available
  + Provide employees with good working conditions
  + Promote effective people management
  + Routinely monitor employees’ mental health and wellbeing
* Larger employers should increase transparency through internal and external reporting and provide tailored in-house mental-health support
* In the public sector:
  + Regulatory bodies should include employers’ handling of mental health in assessments
  + Senior leaders should have a performance objective of supporting mental health
  + NHS England should continue developing its Healthy Workforce programme
  + Employers should identify people at higher risk of stress or trauma and produce a national framework to support them
* The Government should:
  + Form a mental-health online information portal to promote best practice
  + The Access to Work, Fit for Work and other NHS services should be aligned to create an integrated in-work support service
  + The Government should protect and promote the current tax reliefs for mental-health schemes
  + Legislate to enhance protections for employees with mental-health problems
  + Statutory sick pay should be more flexible to make a phased return to work easier
  + NHS bodies should provide clear ratings for apps and other digital platforms which provide mental-health support
  + Government and the NHS should improve patients’ access to their medical records so patients can share their data with employers should they wish to