

Royal Mail Group

At Royal Mail Group (RMG), employees' mental health is already treated equally to their physical health. Mental health is at the forefront of its wellbeing agenda, providing Mental Health First Aid (MHFA) training to employees alongside physical health training as part of its company-wide Health and Wellbeing strategy.

Over three quarters of participants said that they have put what they learnt into practice and the courses are proving so popular that there are now waiting lists for training sessions.

RMG originally worked with MHFA England to create a bespoke one-day MHFA training course, using language specific to employee's day to day work and real RMG case studies. This training was piloted with 55 managers across four locations. It now has 1,350 MHFA trained employees across its 1,800 sites, 96% of whom said they felt it helped them develop a better understanding of mental health symptoms and wellbeing. In October 2017, RMG launched its five-year mental health strategy 'Because Healthy Minds Matter', which extended its MHFA course to its 5,500 physical First Aiders across the country (*plus all CWU Area Health & Safety Reps*).

Dr Shaun Davis, Global Director of Safety, Health, Wellbeing & Sustainability, commented, "Our aim at Royal Mail is to help people lead healthy lives, both mentally and physically, and to achieve their potential. As human beings we will all experience periods of good and poor mental health, just as we do physical health.

"Supporting mental health in the workplace is not just a corporate responsibility; employees who have positive mental health are more productive and businesses that promote a progressive approach to mental health can see a significant impact on business performance. So, it is about good business too – a real 'win-win'.

"Organizations need to take steps to proactively incorporate better management of mental health into the everyday working environment, and it should be the marker of every responsible business to talk openly about mental health. Those that do not are less productive, less competitive and more prone to absence and employee turnover. Those that do attract the best talent and customers, and ensure they are successful for the long term."