



Mental health practices in organisations 2012 - 2021

An Ibec research update by:

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Number of companies surveyed 2012 - 2021

- More than 300 organisations participated in each of the years under review.
- The most recent year, 2021, had one of the highest response rates with 405 participants.

Year	Number of companies
2012	416
2014	362
2015	341
2016	410
2017	423
2018	383
2019	387
2020	399
2021	405

Mental health in context

A positive, proactive approach to the promotion of mental wellbeing can lead to benefits for individuals and organisations.

Wellbeing was among the top five priorities identified in a study of 381 CEOs in our “Business in 2021 and Beyond”¹ report. Ibec’s “2021 Corporate Wellbeing Barometer”² found a high level of support for wellbeing at senior leadership level.

There was a significant increase in the provision of mental wellbeing and resilience campaigns in 2021, as well as in the communication of steps involved in dealing with mental ill health disclosures.

In 2021, a greater proportion of organisations offered mental health training to staff, compared with other years in review.

1. [CEO Survey - IBEC](#)

2. <https://www.ibec.ie/-/media/documents/connect-and-learn/research/wellbeing-2021/ibec-corporate-wellbeing-barometer-2021.pdf>

Key findings – organisational experience

The proportion of organisations providing mental health campaigns, training and supports to employees increased in 2021.

- Similar levels of mental ill-health disclosures were found across all years of the study with 53% of organisations experiencing a disclosure in 2021 compared to 43% in 2014, the first year this was explored.
- While the proportion of companies experiencing disclosures remained steady, 2021 saw a significant increase (16%) in organisations communicating to staff the steps needed to manage a disclosure of mental ill-health.
- Over the period of the study, the proportion of organisations communicating the steps involved in dealing with a mental health disclosure increased from 15% in 2014 to 46% in 2021.

Key findings - supports

Provision of support to employees increased significantly in 2021, illustrating commitment to positive mental health among staff.

- The proportion of organisations that provided mental wellbeing campaigns increased by 19% in the past year, from 38% in 2020 to 57% in 2021. Incidence of such campaigns significantly increased over the period in review, from 13% in 2012 to 57% in 2021.
- The proportion of organisations that provided stress management/resilience training increased from 25% in 2020 to 37% in 2021. Incidence of this training almost tripled from 13% to 37% in the period under review.
- In 2021, almost two thirds of organisations provided supports to employees with mental health difficulties, either while they were at work, out of work or returning to work following an illness.

Key findings - training

Certain front line positions are vital for managing the experience of mental health in the workplace and more organisations offered mental health training to these key roles in 2021.

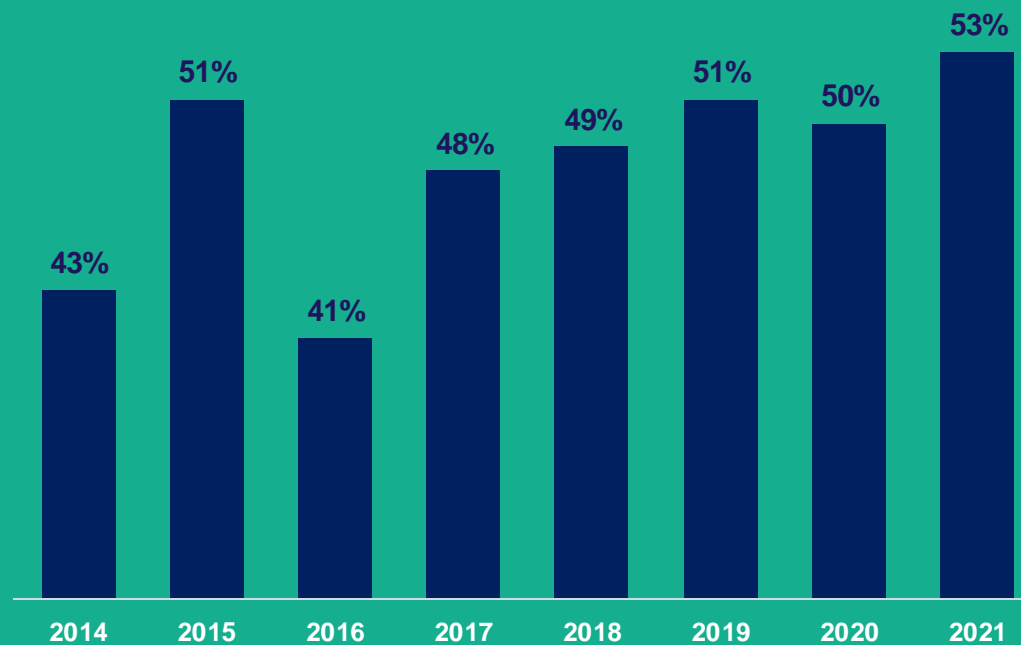
- A third of organisations (33%) in 2021 provided training to HR staff in dealing with issues relating to mental health, compared to just under a quarter (23%) in 2020. The proportion of organisations that provided training to line managers also increased from 18% in 2020 to 28% in 2021.
- Between 2012 and 2021 the proportion of organisations providing training to line managers increased from 8% to 28%, to HR staff from 11% to 33% and to other employees from 6% to 27%.

Mental health disclosures

A similar proportion of companies experienced disclosures relating to mental health between 2014 and 2021, highlighting the persistent nature of mental health issues in the workplace.

This points to the existence of many organisational cultures where it is considered safe for employees to disclose issues.

Organisations who experienced a disclosure

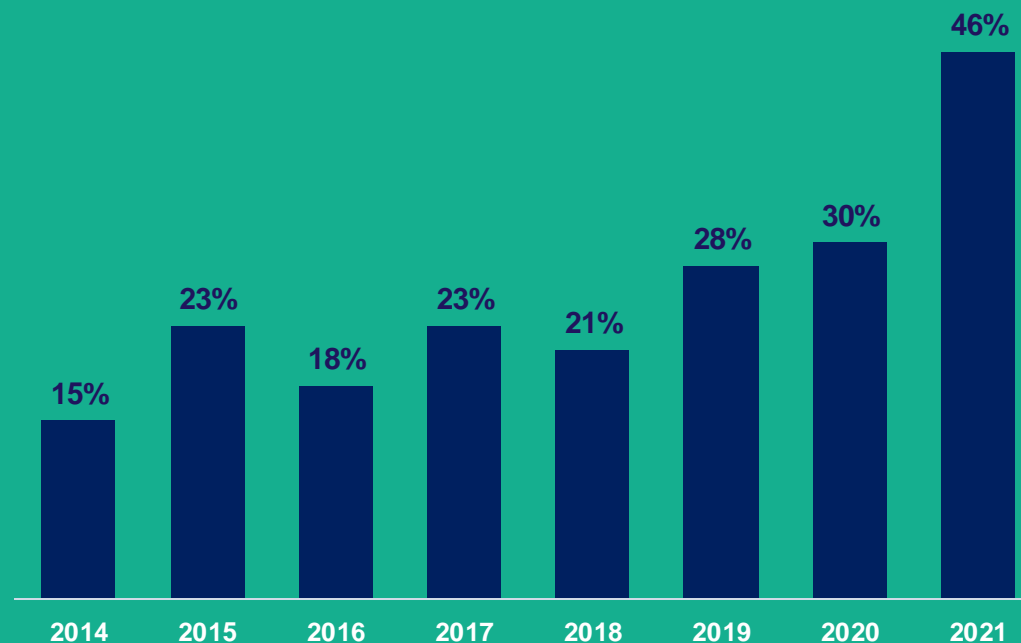


Dealing with mental health disclosures

It is important that the practical steps involved in dealing with a disclosure of mental ill-health are communicated. The proportion of organisations that did so increased from 30% in 2020, to 46% in 2021.

The proportion of organisations communicating the steps involved in dealing with disclosures increased from 15% in 2014 to 46% in 2021.

Organisations communicating steps for disclosures

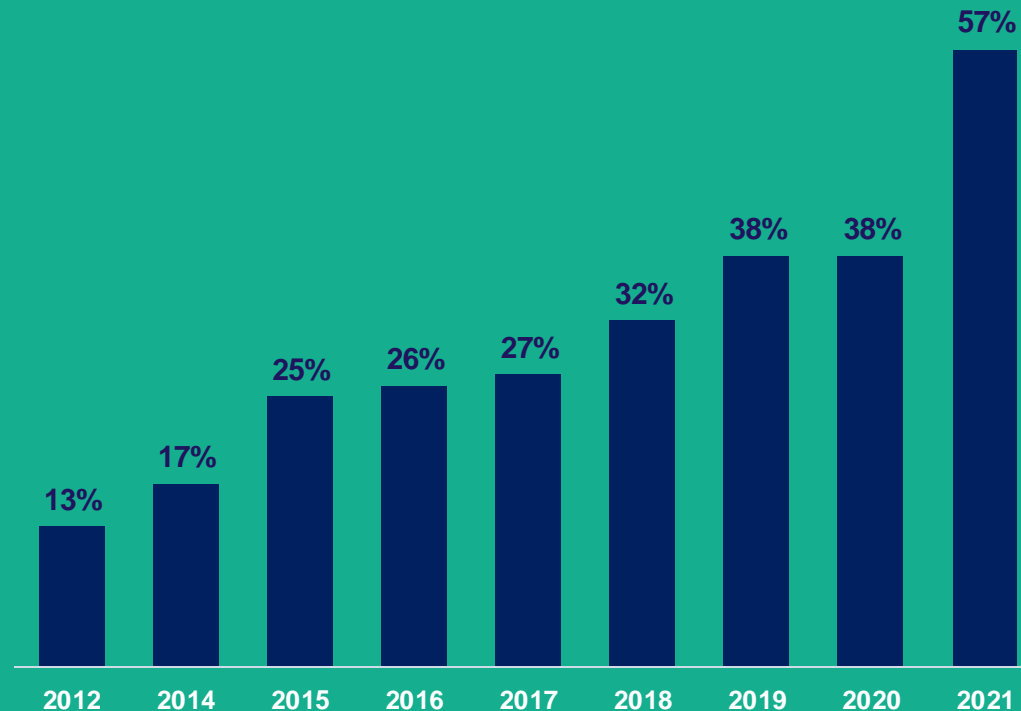


Mental wellbeing campaigns

More than half (57%) of respondents ran a mental wellbeing campaign in 2021, a significant increase from the 38% in 2020.

The proportion of companies running mental wellbeing campaigns increased year on year, from 13% in 2012 to 57% in 2021.

Mental wellbeing campaigns



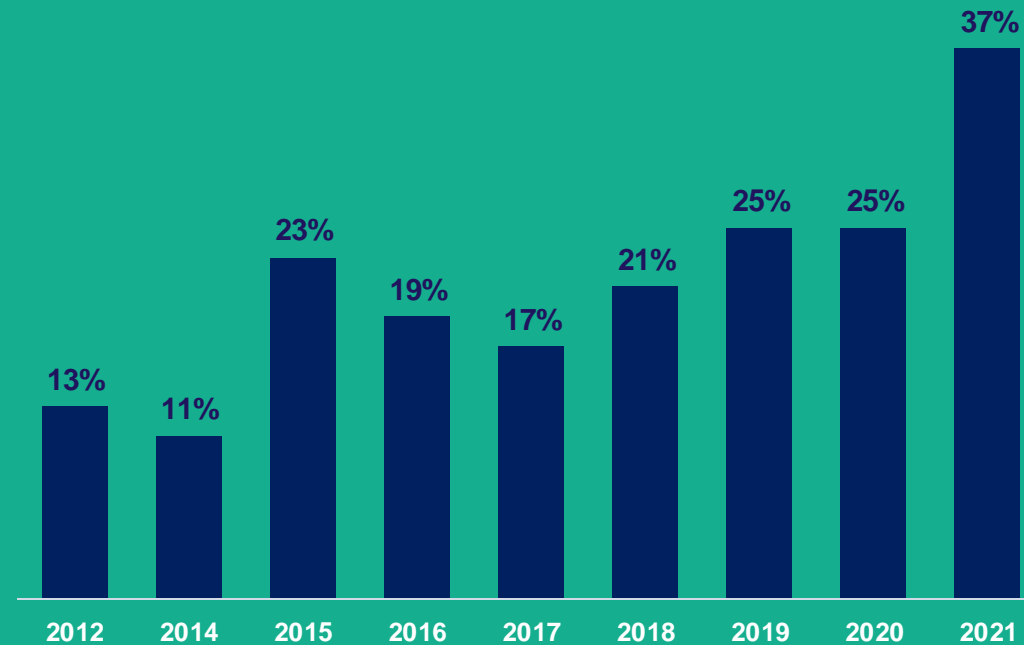
Stress management/resilience training

Stress management and resilience training are important components in mitigating potential mental health issues.

Over a third (37%) of respondents provided stress management/resilience training in 2021 – a 12% increase from 2020 (25%).

Organisations provision of stress management/resilience training almost tripled from 13% in 2012 to 37% in 2021.

Stress management/resilience training

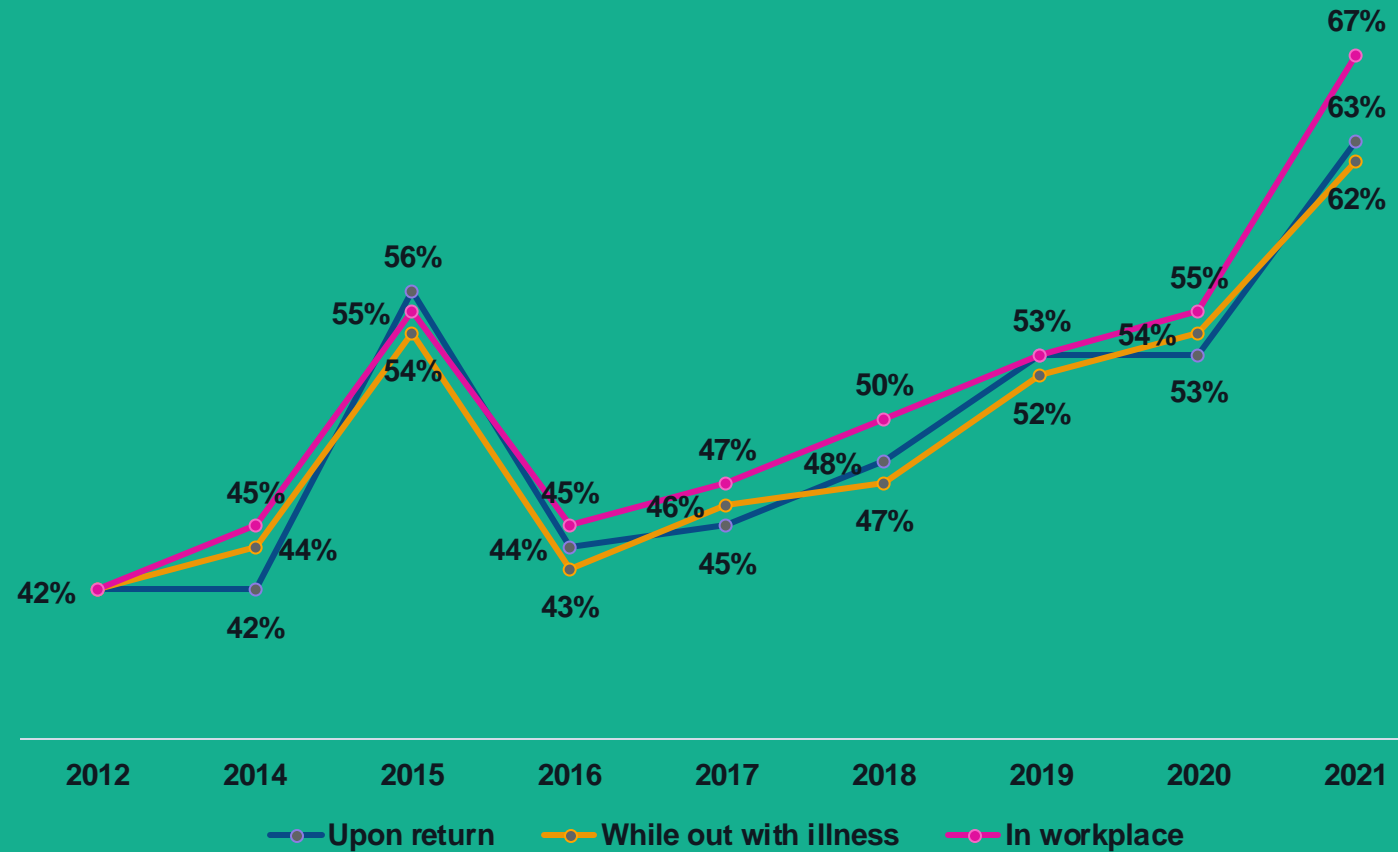


Ongoing support

The proportion of organisations offering on-going support to employees increased steadily over the last five years, between 2016 and 2021.

In 2021, a significantly higher proportion of organisations offered on-going support to employees either while they were at work, out of work or returning to work following an illness, compared to 2020.

On-going support provided to employees

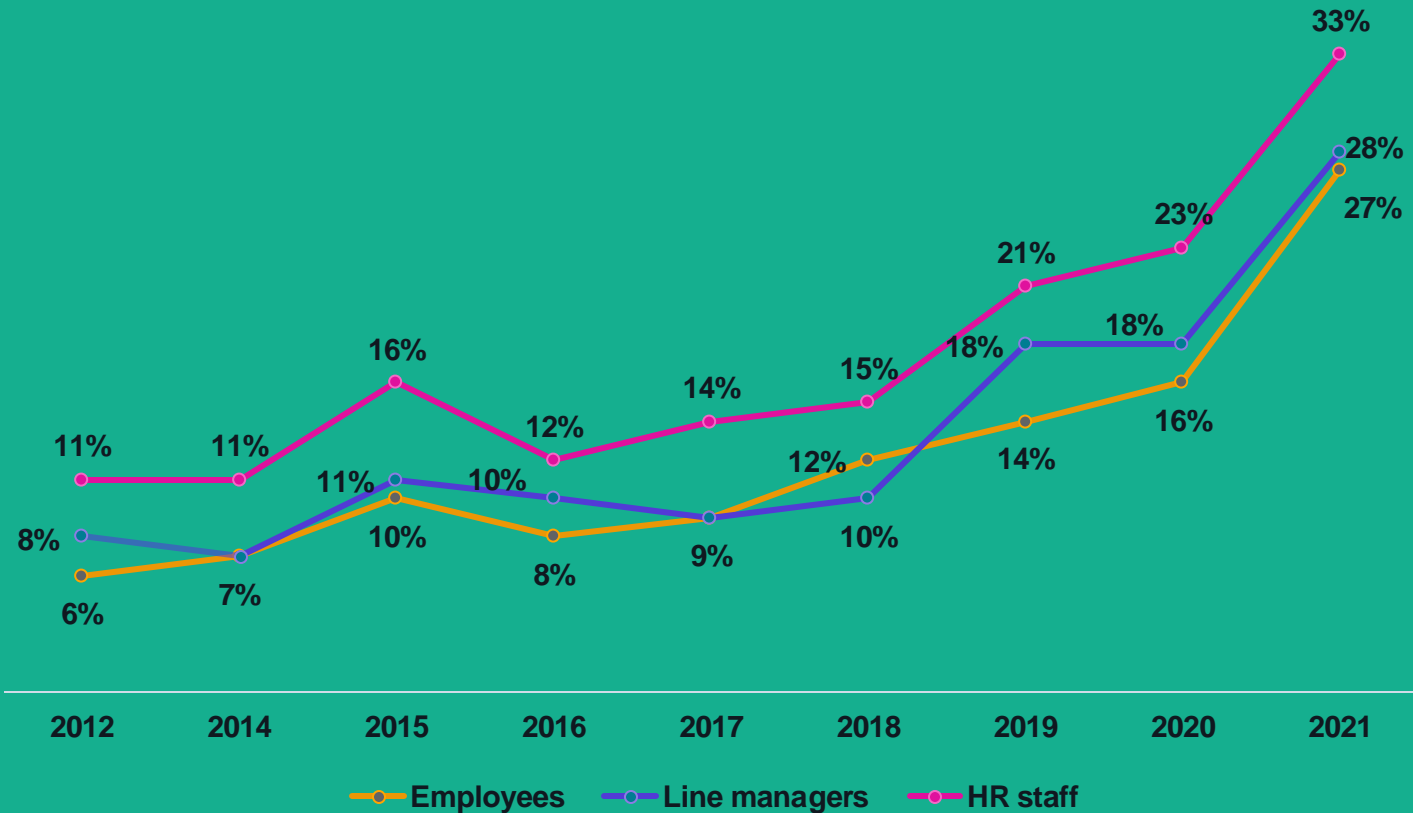


Mental health training provided

The proportion of organisations providing training to HR staff, line managers and other employees at least tripled between 2012 and 2021.

The importance of providing training to employees in dealing with mental ill-health is highlighted, as the proportion of organisations who did so more than quadrupled from 6% in 2012 to 27% in 2021.

Training provided for dealing with mental ill-health



Useful links

<https://www.ibec.ie/-/media/documents/connect-and-learn/research/wellbeing-2021/ibec-corporate-wellbeing-barometer-2021.pdf>

[CEO Survey – IBEC](#)

<https://www.ibec.ie/connect-and-learn/research>



About the Ibec Research Unit

From pay and benefits, to policy, compliance, and more, Ibec's research unit provides the data and insights that your organisation needs, giving you up-to-date benchmarking evidence to support your decision-making.

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