



COMITÉ PERMANENT DES MÉDECINS EUROPÉENS
STANDING COMMITTEE OF EUROPEAN DOCTORS



Mental Health in workplace settings

CPME contribution to Section meeting UEMS

Prague: 16 May 2009



CPME

Comité

Permanent des

Médecins

Européens

Standing
Committee of
European Doctors

Dr J. van der Vliet,
Chairman subcommittee
Prevention CPME

www.cpme.be



Pact for Mental Health

- European Commission (DG SANCO):
- 13 June 2008: Pact for Mental Health: 4 consensus papers
 - Depression and suicide
 - Youth and education
 - Mental Health in workplace settings
 - Mental Health in the elderly
 - Stigma and social exclusion
- Web-site DG SANCO



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Position paper

- CPME March 2009: Mental Health in workplace settings
- Well received by Commission and put on web-site



Damage and costs

- Forecast WHO:
- 2020: mental health disorders most important cause for incapacity for work
- Absenteeism: already dramatic rise
- Presenteeism: present at work but less productive (4 times higher than absenteeism)
- Costs: 3-5% of turn over (up to 10%)
- Productivity loss



Changing world of work and consequences

- **Mergers, outsourcing reorganisations, crisis**
- **Consequences:**
 - Workpressure
 - Stress
 - Violence at work
 - Harassment
 - Intimidation
- Leading to:
 - Overstrain
 - Depression
 - Anxiety
 - Presenteeism
 - Sickness absence



From intervention to prevention

- Intervention: early stages or when on sick- leave
- Dedicated programs: counseling and active rehabilitation
- Sufficient and adequately trained OH staff
- occ. physicians, nurses, organisational experts, psychologists



Prevention

- Individual level and organisational level
- Understanding and assessment of stressors
- Creation of working conditions enabling working in healthy fashion/healthy environment
- Training and awareness raising
 - Leadership behaviour
 - Individual coping and selfconsciousness
- “helpdesk” for mgt and individuals



Action plan and results

- Action plan;
- Realize **healthy working climate** including:
 - Commitment of management
 - Inspiring and stimulating leadership
 - Clear communication
 - A “safe” working environment
 - A healthy work-life balance
- Results;
- Drop in work related mental health problems
- Drop in absenteeism due to mental health disorders
- Increase in self-confidence and employee morale
- Fit and healthy employees



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Next steps

- Dissemination position paper through national societies
- Raise awareness through discussion on national action plan
- Implementation of the plan