

Mental Health Pathway

Helping our Group Income Protection customer's employees access the right mental health treatment at the earliest opportunity

Mental health, including stress, is one of the biggest causes of long, and short-term employee absences. Mental illness costs UK employers between £33 billion and £42 billion each year - and this has been the single biggest cause of claims on Legal & General's Group Income Protection policies. So, it's more important than ever that companies have the right mental health support for their staff.

We place the employee at the heart of our approach. If an employee needs help, early intervention enables our team of trained in-house clinicians to find and treat the root cause of absence. Our Mental Health Care Pathway makes accessing the right resources quick and easy, from preventative support for a mentally healthy workforce to tailored treatment for individuals.

How do you access the mental health pathway?



Step 1



Step 2



Step 3



Click each step to see more information

Support for your business



Click each item to see more information

Training for Line Managers and HR

Mental Health First Aid Training

Contacts for help and signposting

Awareness materials

Return to work plans

Employer visits and reasonable adjustment discussions

Support for your employees



Click each item to see more information

Employee Assistance Programme

Clinical assessment to establish mental ill health or work-related stress

Return to work support and planning

Six-month enhanced support package

Wellbeing resources

Links to support networks

How we're supporting workplace wellbeing

Be Well Hub

Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Under each of the physical, financial, social and mental health pillars of wellbeing below, you'll find:

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Please contact us for more details about what we can cover, the support we can provide and how we assess claims.

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Our tailored training gives line managers the tools to support early intervention, helping them understand the signs, symptoms and triggers of mental ill health.



Support for your business

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Support for your employees

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Mental Health First Aid training can equip employers with the skills they need to tackle mental ill health in the workplace and enhance employee wellbeing. It is an evidence-based programme, which can be tailored to your business.


How do you access the mental health pathway?



Step 1 **Step 2** **Step 3**

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Where longer term mental health support might be needed, we can help you access local services to provide continuity of care for your employee.

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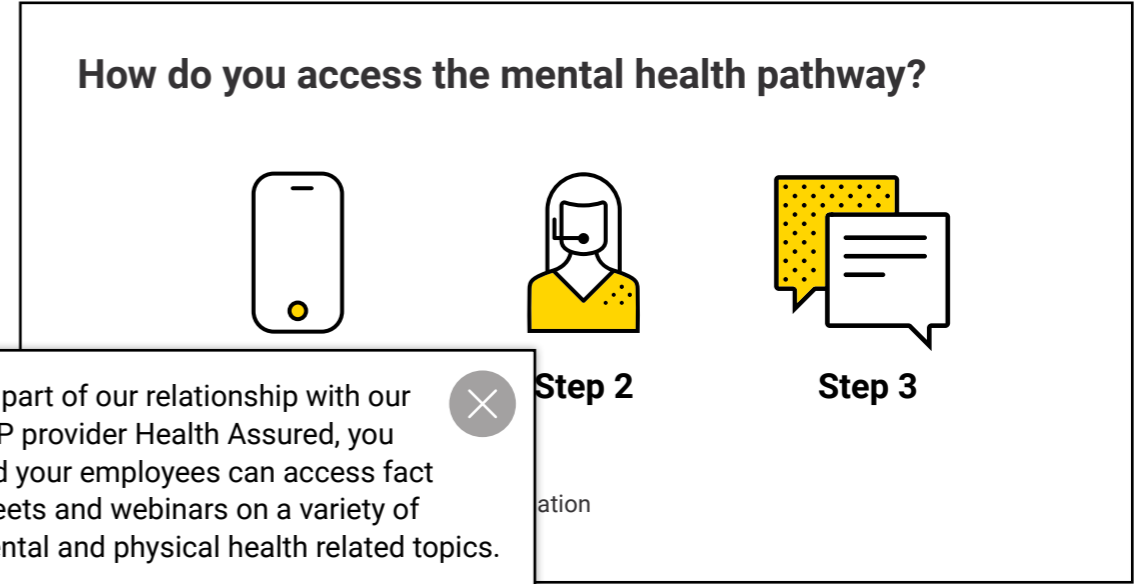
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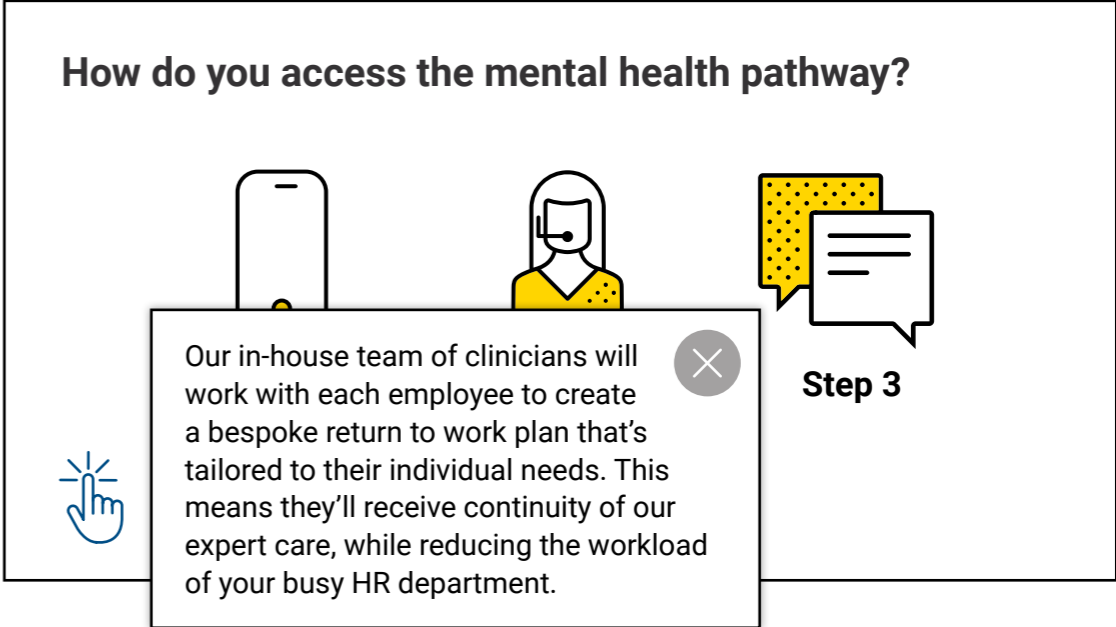
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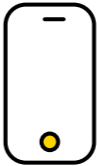
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Step 1




Step 2

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When a case is complex, one of our in-house team will arrange a time to visit you. They will talk to the line manager, ensuring all issues are discussed and reasonable adjustments are in place, so your employee has the best chance of returning to work.

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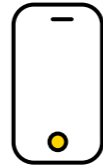
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Mental Health Pathway

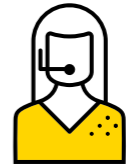
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Support for you

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The Employee Assistance Programme delivers comprehensive, 24/7 guidance for issues including mental health, legal and financial. The programme can also provide up to eight sessions of counselling for each employee.

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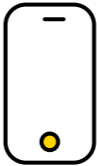
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Support for your business

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Our clinicians will take the time to talk to them and understand their current state of psychological health. During the assessment, we'll determine whether early intervention and referral to our mental health expert partner for psychological treatment is appropriate.

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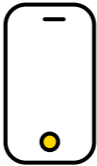
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When appropriate, our in-house Clinical Team will call your employee and talk through their needs. They will work with your employee to plan their return to work, ensuring they have the support to determine its success.

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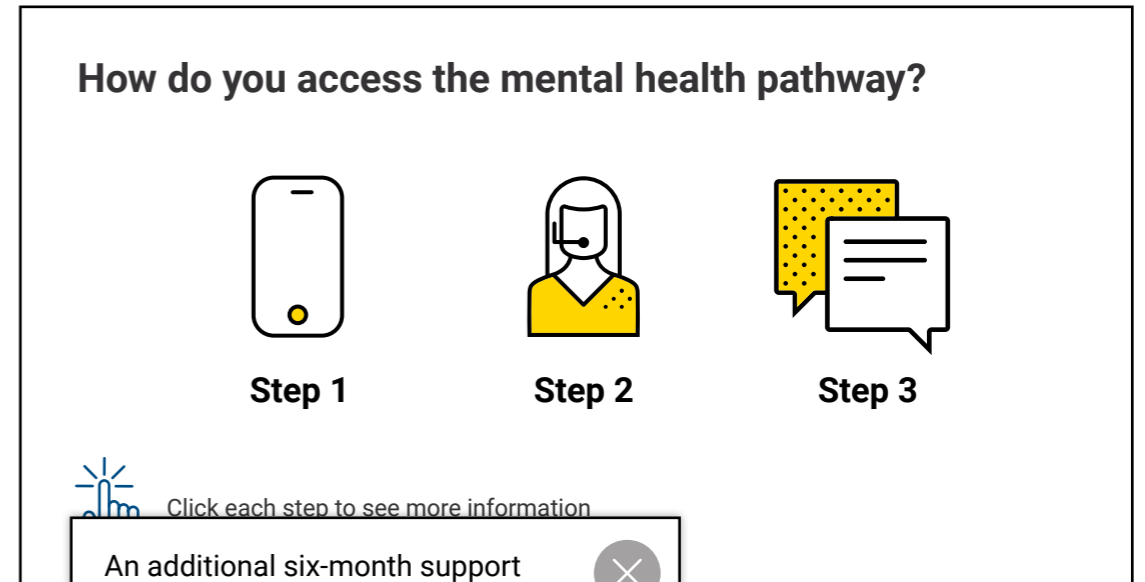
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Support from our Employee Assistance Programme is built into Group Income Protection packages. Our EAP provider, Health Assured, gives access to a range of wellbeing resources, including webinars on mental health topics that your employees can access whenever they need support or information.

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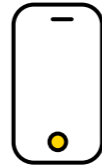
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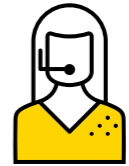
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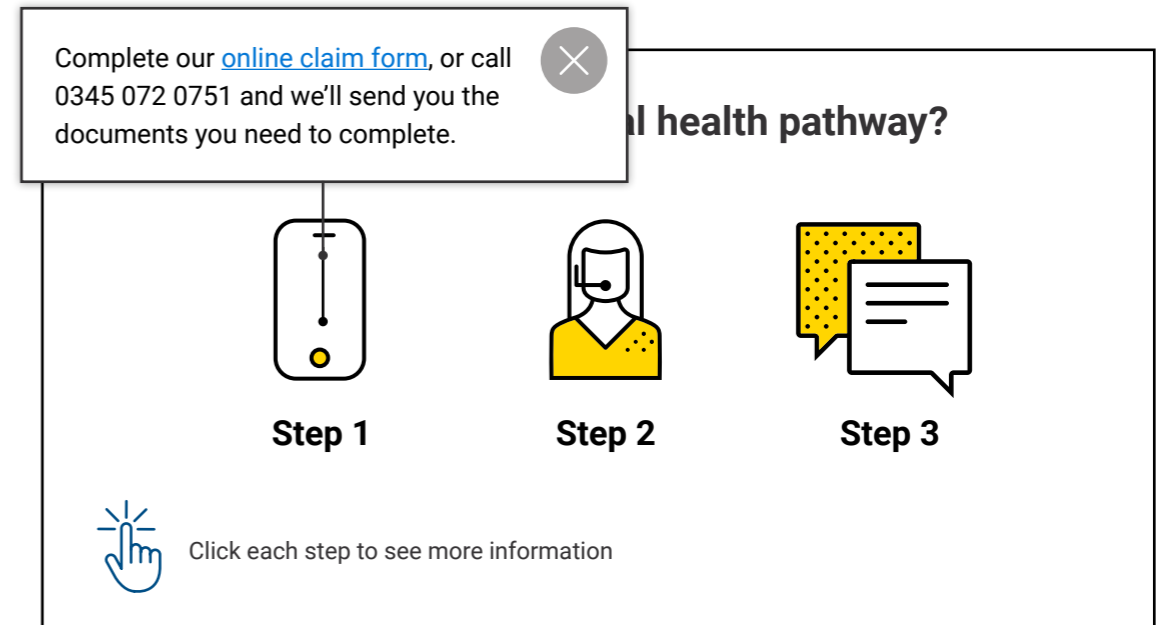
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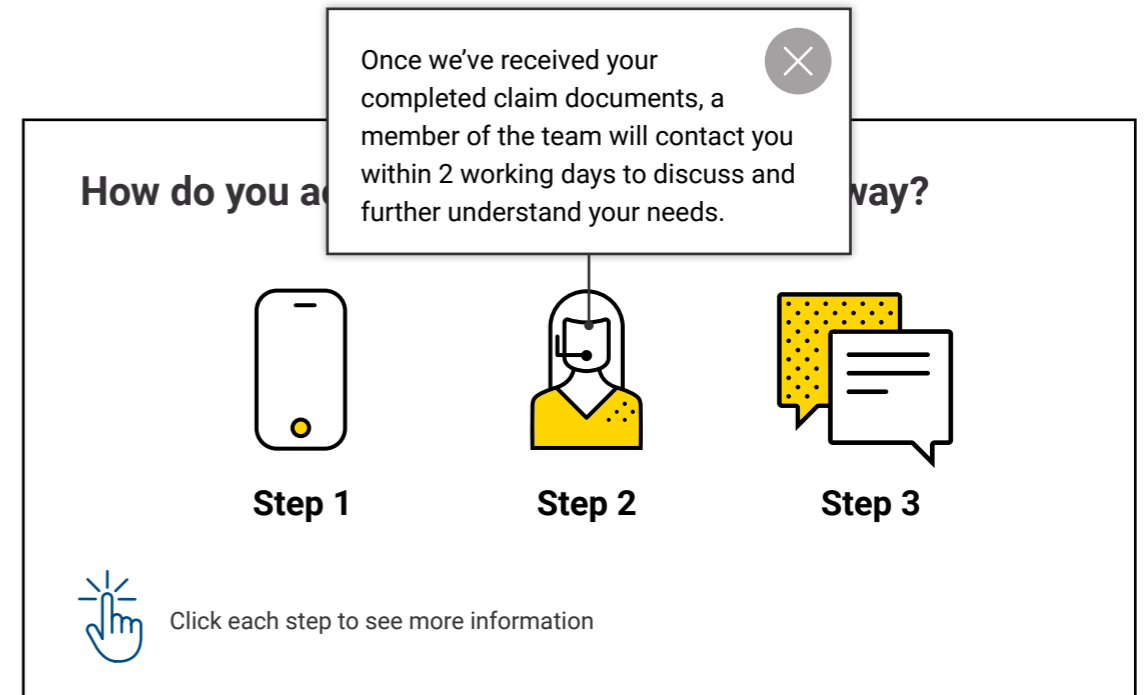
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We place the employee at the heart of our approach. If an employee needs help, early intervention enables our team of trained in-house clinicians to find and treat the root cause of absence. Our Mental Health Care Pathway makes accessing the right resources quick and easy, from preventative support for a mentally healthy workforce to tailored treatment for individuals.



Support for your business

<p>Click each item to see more information</p>	Training for Line Managers and HR	Mental Health First Aid Training	Contacts for help and signposting	Awareness materials	Return to work plans	Employer visits and reasonable adjustment discussions
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Support for your employees

<p>Click each item to see more information</p>	Employee Assistance Programme	Clinical assessment to establish mental ill health or work-related stress	Return to work support and planning	Six-month enhanced support package	Wellbeing resources	Links to support networks
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How we're supporting workplace wellbeing

Be Well Hub

Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing. Under each of the physical, financial, social and mental health pillars of wellbeing below, you'll find:

- **Tools to help you create or update your wellbeing policies**
- **Free wellbeing resources that you can signpost your employees to**
- **Practical ideas for quick wins and implementation**
- **A reminder of the wellbeing services available with our Group Protection products**

Please contact us for more details about what we can cover, the support we can provide and how we assess claims.

For more information, please visit legalandgeneral.com/be-well

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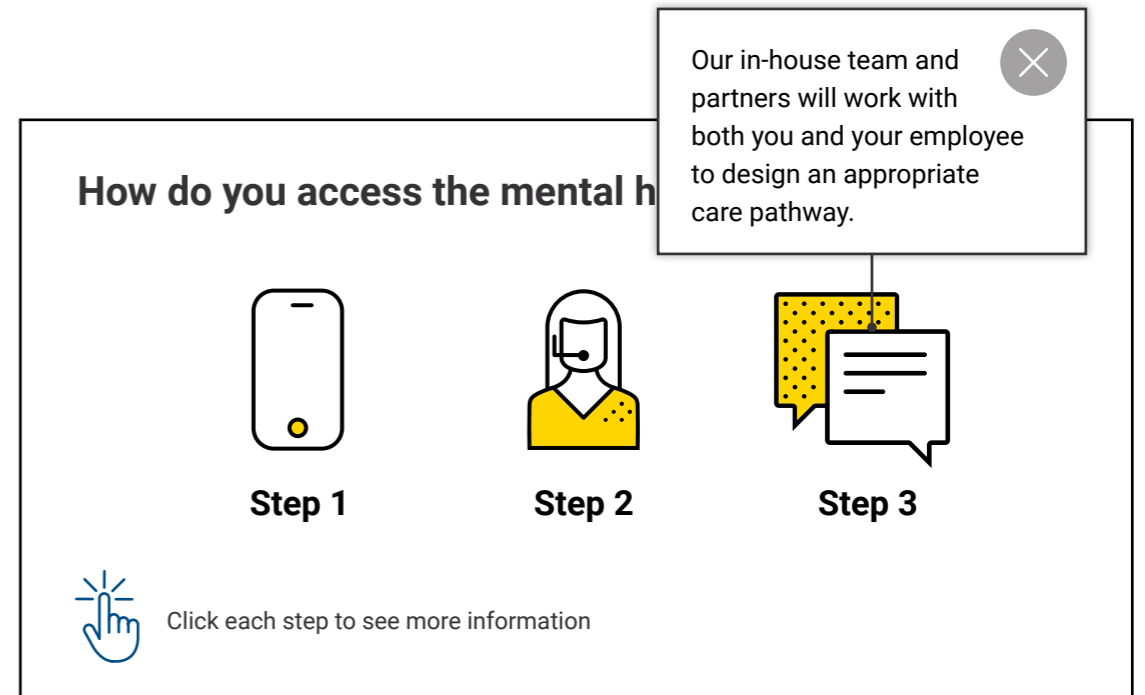
Mental Health Pathway



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