



**Occupational Health
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Disclosure of Mental Health and Medical Conditions to your Employer

Information and advice for staff

Occupational Health & Wellbeing Service



Where
EVERYONE
Matters



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Matters



A Teaching Trust of The University of Birmingham
Incorporating City, Sandwell and Rowley Regis Hospitals

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Mental health in the Work Place

- 1 in 4 people will experience mental health problems in any year.
- 1 in 6 workers experience unmanageable stress, anxiety or depression.
- Being in work improves your mental health and wellbeing so returning or remaining at work is a good aim.
- However many people still don't feel able to share with their employers and colleagues.

What can my employer do to help?

- Employers are required by law to make 'reasonable adjustments' to your role to support you if you disclose mental health problems.
- They can also arrange referral to the Occupational Health and Wellbeing Service.
- Your employer can signpost you to ensure you are receiving all the help you may need.

Do I have to tell my employer?

- You do not have to disclose information to your employer.
- However if your employer does not know of any issues, they are unable to help.

- It may be beneficial to disclose information to your employer early on, so that steps can be taken to help, and therefore hopefully prevent problems in the workplace developing.

What does the law say?

- The Equality Act 2010 states that it is unlawful for employers to discriminate against those with a disability.
- Disability is defined by the law as people who have difficulty carrying out day-to-day activities, and this may include mental health problems.

Where can I get further support?

MIND

www.mind.org.uk

Access to Work

This is a government backed scheme that can provide practical support to help when starting new employment, to reduce absences, and support to stay at work.

www.accesstowork.co.uk

Further information

Sandwell and West Birmingham NHS Trust is a member of the Mindful Employer Scheme. www.mindfulemployer.net

