

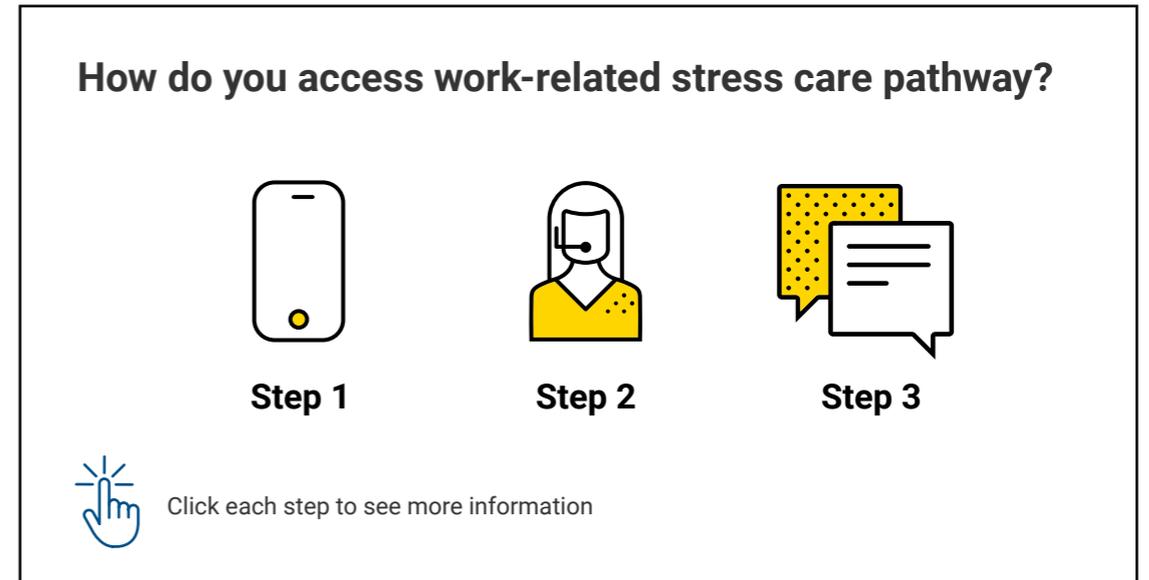
# Work-Related Stress Care Pathway



Helping our Group Income Protection customer's employees access the right support for work related stress, at the earliest opportunity

Each year, stress leads to more than 12 million lost working days. Stress is an emotional state - a little in the workplace can lead to increased concentration and motivation. But if stress becomes too much and continues for too long, this can lead to mental and physical illness. So, looking after employee mental health, as well as being able to spot the signs of stress is something all companies must equip themselves for.

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 Work-Related Stress Care Pathway makes accessing the right resources quick and easy, from preventative support for a resilient workforce to tailored care for individuals.



## 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
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## Support for your employees

Click each item to see more information	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to establish work-related stress or mental ill health	Return to work support and planning	Wellbeing resources	Links to support networks
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We place the employee at the heart of the process, which enables our team of trained professionals to provide the best support for a resilient workforce.

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

early intervention of absence. Our Work-Related Stress Care Pathway, from preventative

### How do you access work-related stress care 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**

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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 work-related stress care pathway?



**Step 1**



**Step 2**



**Step 3**

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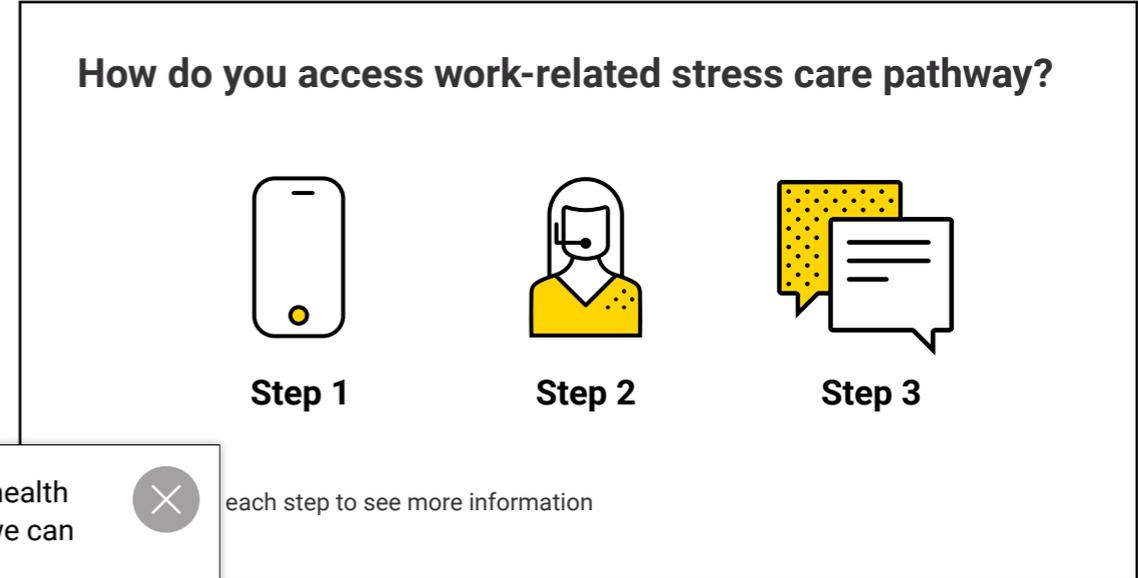
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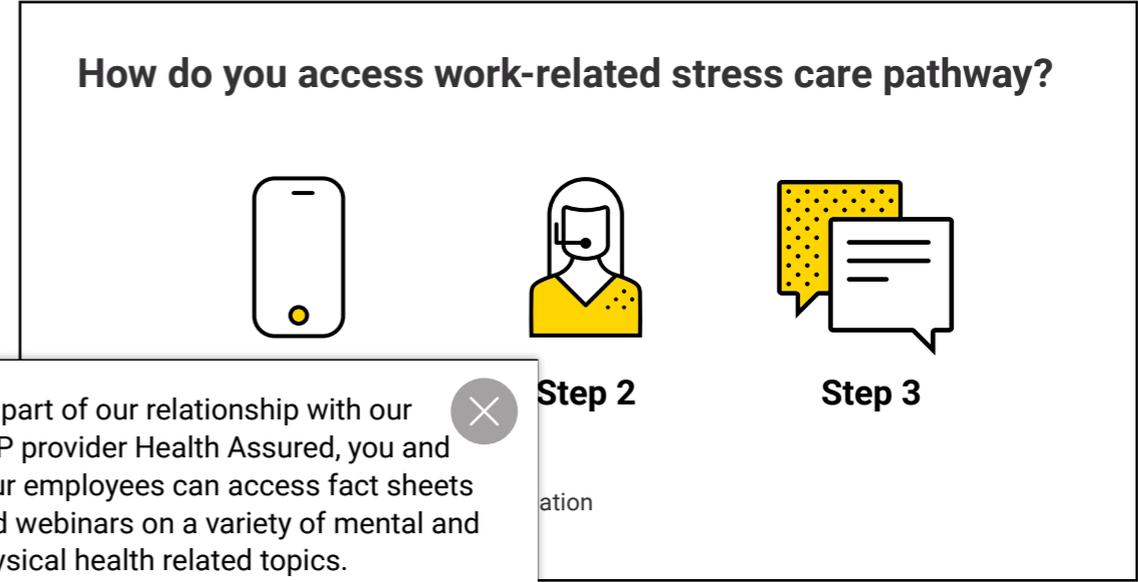
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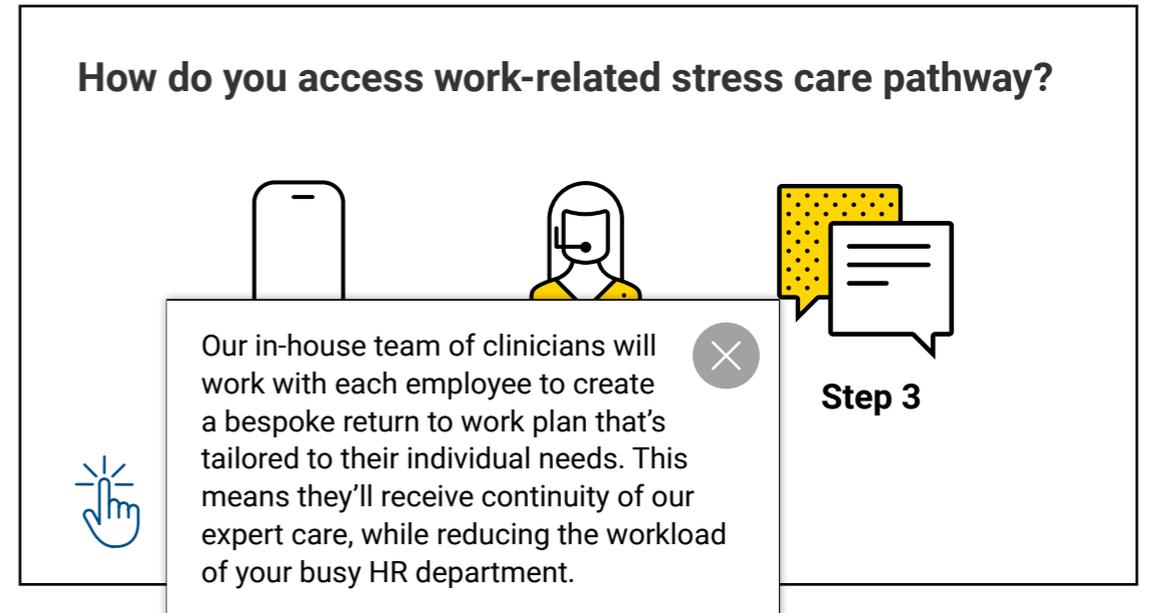
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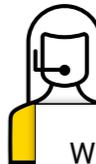
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### How do you access work-related stress care pathway?



**Step 1**



**S**





Click each step to see more information

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 the employee has the best chance of returning to work.

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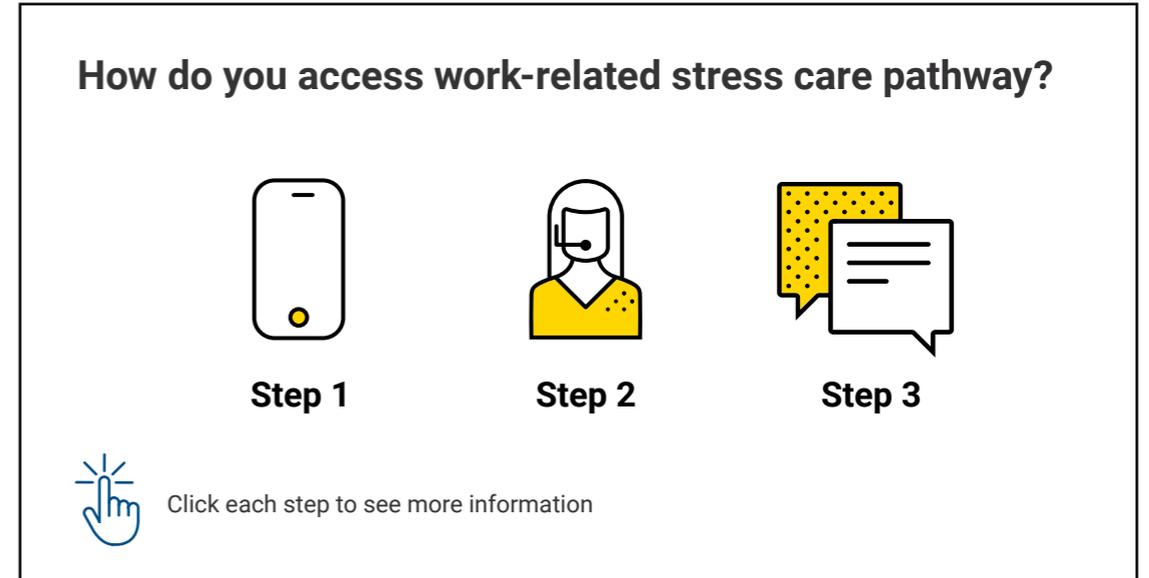
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**How do you access work-related stress care pathway?**



**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 Managers**

**Contacts for help signposting**

**Awareness materials**

**Return to work plans**

**Employer visits and reasonable adjustment discussions**

It is important that our in-house clinicians understand the root cause of an individual's absence, and the factors which may have led to their work-related stress. To inform this full picture, the clinician will coordinate a discussion with HR and the employee when required.

## Support for your employees



Click each item to see more information

**Employee Assistance Programme**

**Line Manager and HR discussions**

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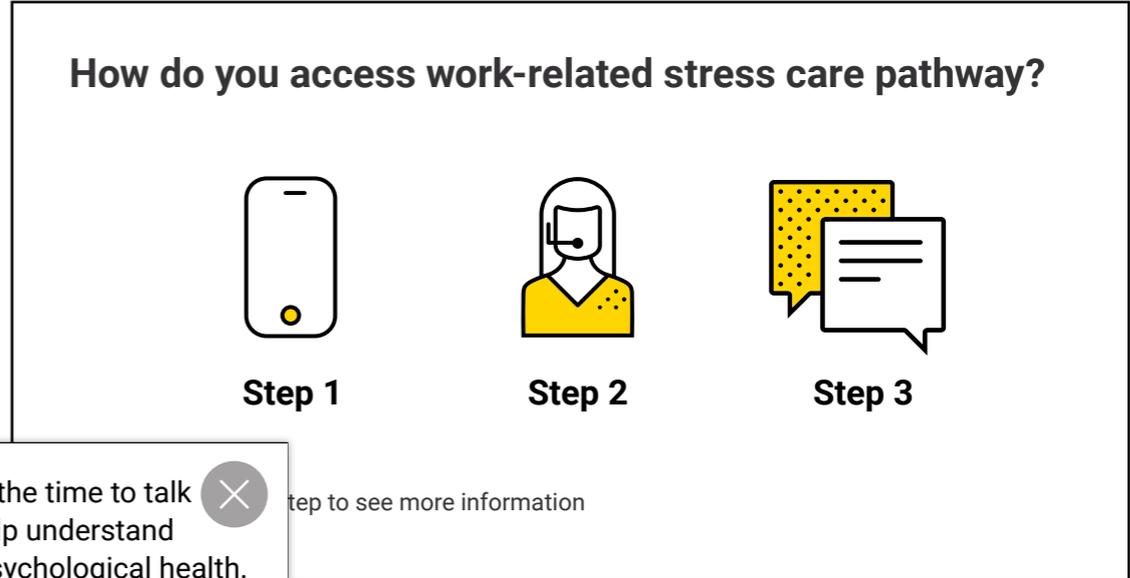
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Our clinicians will take the time to talk to your employee to help understand their current state of psychological health. If the individual is assessed to have not developed a clinical illness, and diagnosed with work-related stress, they will not require clinical treatment. If an individual is assessed to have mental ill health, their treatment journey will follow the Mental Health Care Pathway.

## Support for your business

Click each item to see more information	Training for Line Managers and HR	Mental Health First Aid Training	Return to work plans	Employer visits and reasonable adjustment discussions
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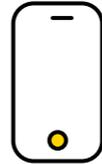


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**Step 1**



**Step 2**



**Step 3**

 Click each step to see more information

## Support for your business

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When appropriate, our in-house Clinical Team Team will call you and your employee to talk through their needs. In cases of work-related stress, our team will recommend a phased return, and ensure all necessary support is in place.

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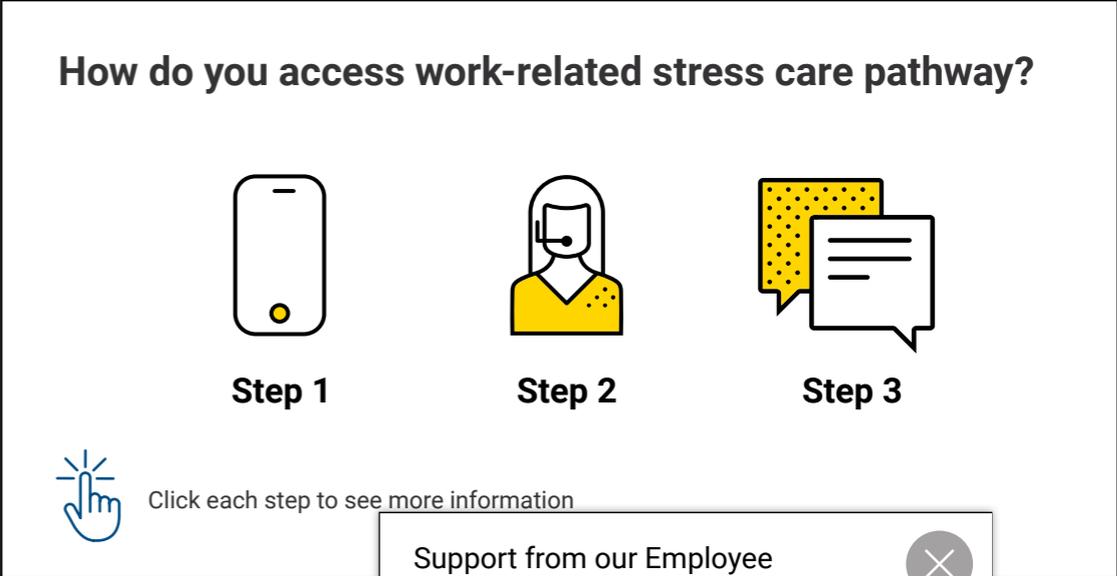
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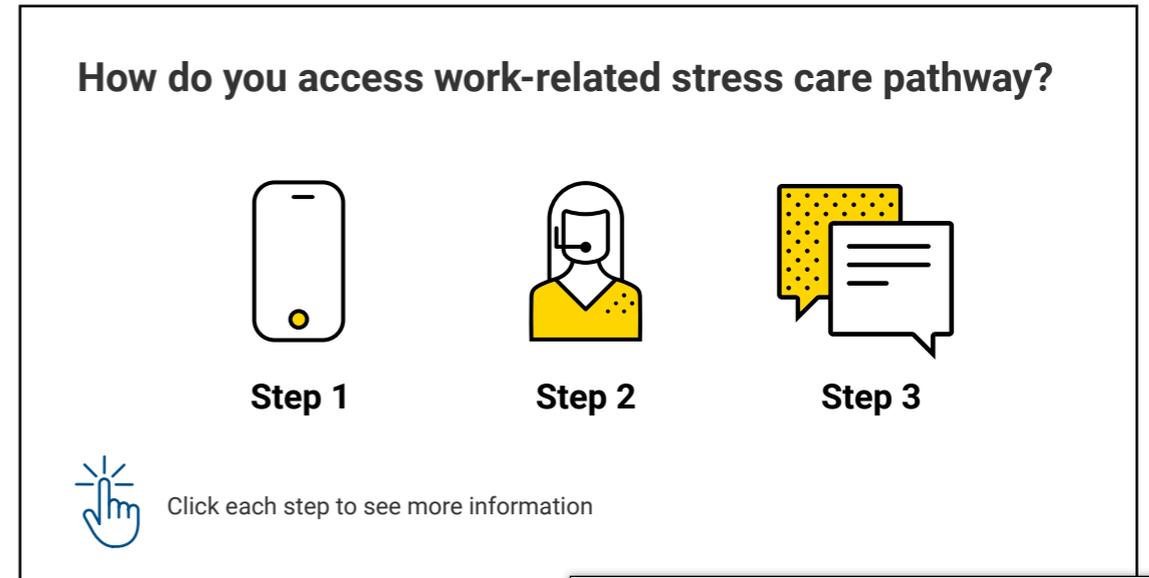
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Our in-house Clinical Team research and compile advice and support available from various charities and organisations across the UK. They can provide a list of contacts that could offer your employee additional support.

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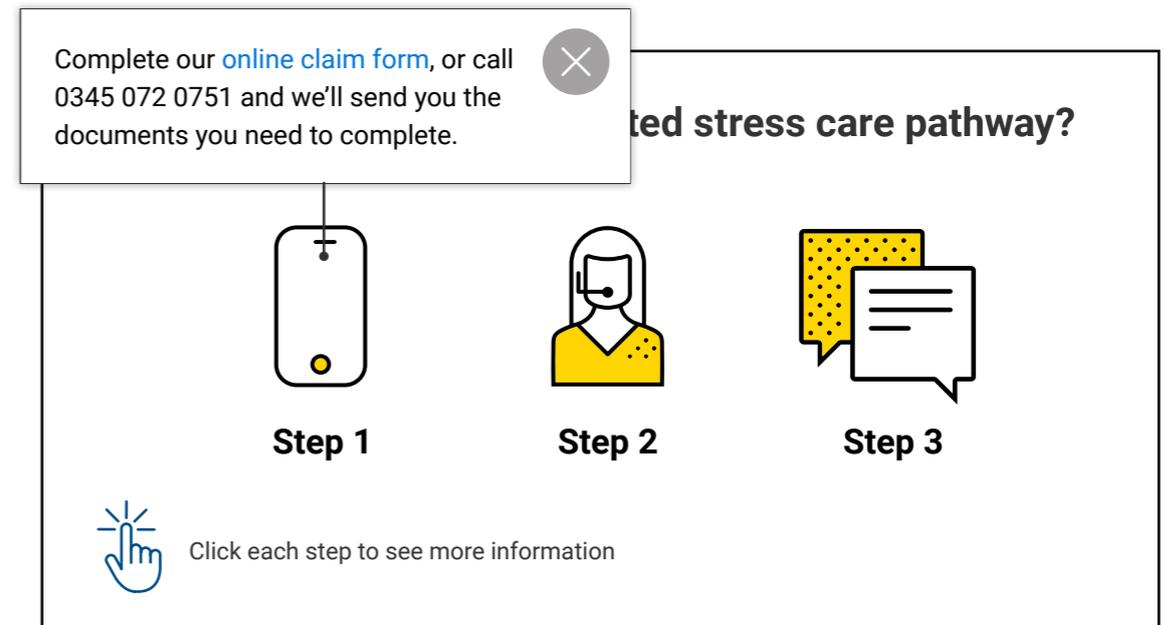
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We place the employee at the heart of our approach. If an employee needs help, early intervention enables our team of trained in-house clinicians to find and treat the root cause of absence. Our Work-Related Stress Care Pathway makes accessing the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



## 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
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## Support for your employees

Click each item to see more information	Employee Assistance Programme	Line Manager and HR discussions	Clinical assessment to establish work-related stress or mental ill health	Return to work support and planning	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, 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 to you 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](https://legalandgeneral.com/be-well)

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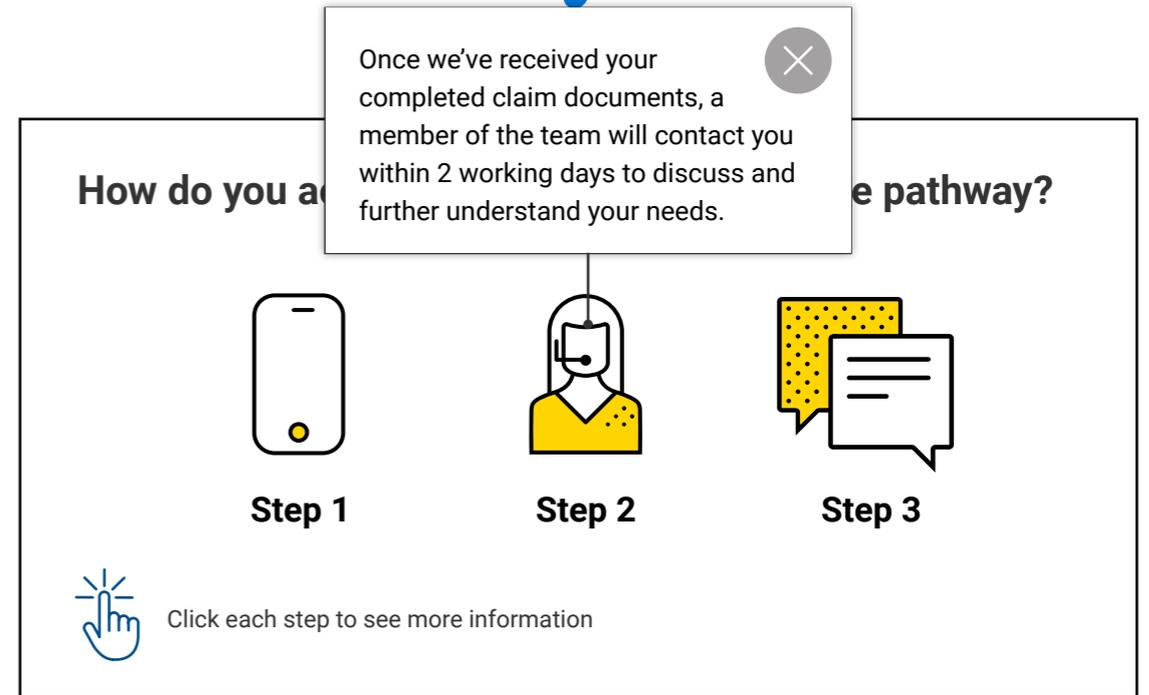
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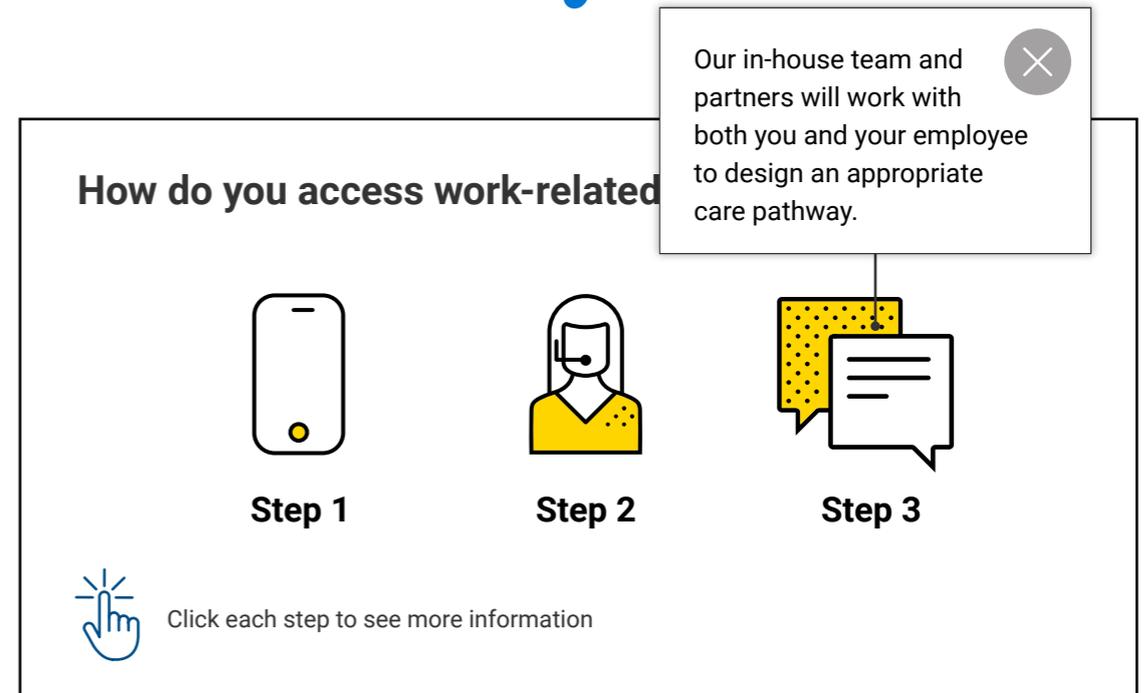
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