

Mental Health Pathway



Helping our Group Income Protection customers 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 Legal & General customers access the mental health pathway?

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How we're supporting workplace mental health

 Click each item to visit our Not A Red Card website

Campaign

Discover more about our how our campaign aims to improve mental wellbeing policies, create better work environments and reduce long term absence.

Employer Support

Our online resource hub has been developed by us to offer articles and videos on workplace mental health.

Awards

We celebrate businesses who use methods to protect their team's mental health, with an annual awards event.

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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We place the employee at the center of our support. Our tailored training gives line managers the tools to support early intervention, helping them understand the signs, symptoms and triggers of mental ill health. Our Mental Health Care Pathway makes it easier for a mentally healthy workforce to return to work.

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We place the employee at the heart of our approach. It enables our team of trained in-house clinicians to find the right support for each individual. Our Health Care Pathway makes accessing the right resources for a mentally healthy workforce to tailored treatment.

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.

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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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As part of our relationship with our EAP provider Health Assured, you and your employees can access fact sheets and webinars on a variety of mental and physical health related topics.



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 Our in-house team of clinicians will work with you and your employee to create a bespoke return to work plan that's tailored to individual needs. This means your employee will receive continuity of expert care, while reducing the workload of your busy HR department.



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 When a case is complex, one of our in-house team will arrange a time to visit the 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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The Employee Assistance Programme delivers comprehensive, 24/7 support for issues including mental health, legal and financial. The programme can also provide up to 8 sessions of counselling for each employee.

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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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When appropriate, our in-house Specialist Rehabilitation 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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An additional six-month support package can be provided for those employees assessed as needing enhanced support upon returning to work. Silver Cloud is an online platform provided by Health Assured. It gives the employee access to information and various practical guides that can support and prevent relapse into unhelpful habits.

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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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- Additional resources

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

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Email groupprotection@landg.com, or call **0345 072 0751** and we'll send you the documents you need to complete.

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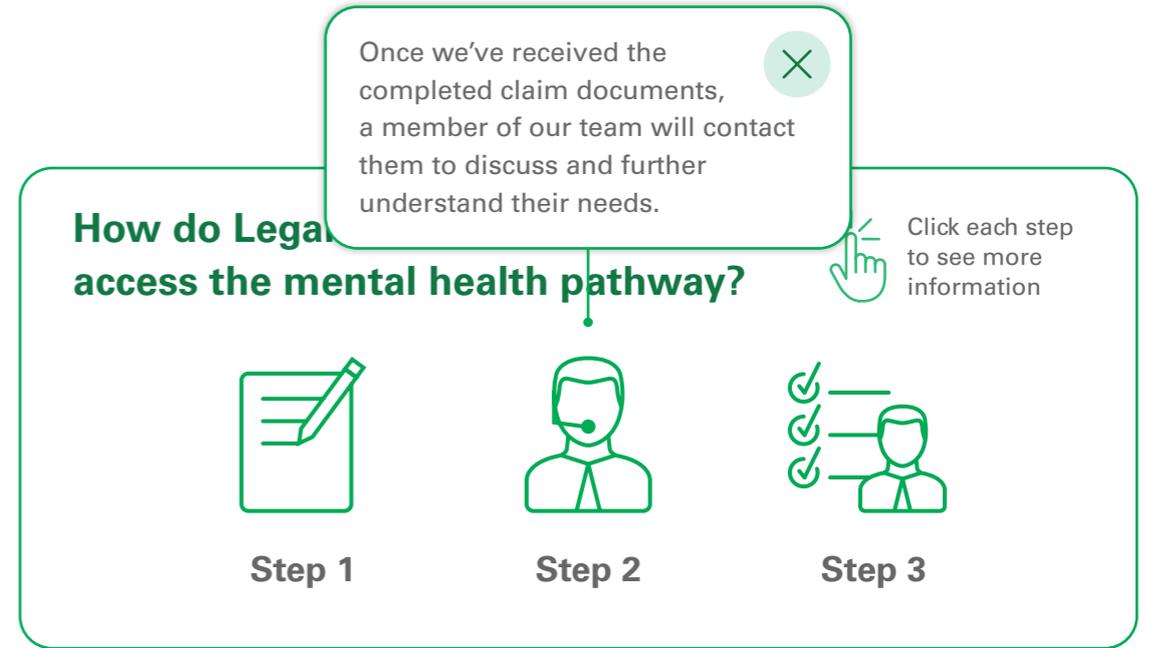
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How do Legal & General customers access the mental health pathway?

Our in-house team and partners will work with both you and your employee to design an appropriate care pathway.

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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 mental health

Click each item to visit our Not A Red Card website

Campaign

Discover more about our how our campaign aims to improve mental wellbeing policies, create better work environments and reduce long term absence.

Employer Support

Our online resource hub has been developed by us to offer articles and videos on workplace mental health.

Awards

We celebrate businesses who use methods to protect their team's mental health, with an annual awards event.

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/notaredcard

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