

# Work-Related Stress Care Pathway

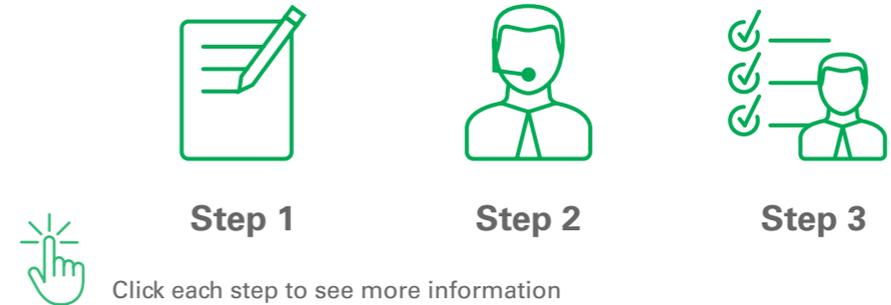


Helping our Group Income Protection customer's employees access the right support for work related stress, at the earliest opportunity

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.

## How do Legal & General customers access the work-related stress care pathway?



## 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**

**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**

## 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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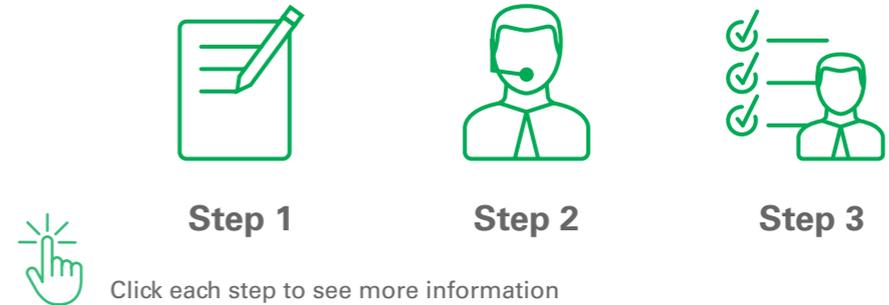
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We place the employee at the center of our support. This enables our team of trained professionals to provide the right support for a resilient workforce.

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

Our help, early intervention and use of absence. Our Work-Related Stress Care Pathway is easy, from preventative

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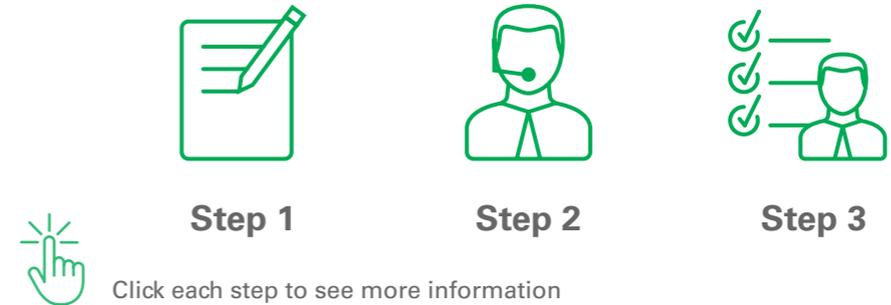
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We place the employee at the heart of our approach. If you're a customer, this enables our team of trained in-house clinicians to find the right support for a resilient workforce to tailored care for individual employees.

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

## How do Legal & General customers access the work-related stress care pathway?



**Step 1**



**Step 2**



**Step 3**

Click on each step to see more information

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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**How do Legal & General customers access the work-related stress care pathway?**

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 their individual needs. This means your employee will receive continuity of expert care, while reducing the workload of your busy HR department.

**Step 3**

## Support for your business

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**How do Legal & General customers access the work-related stress care pathway?**



**Step 1**



Click each step to see more information

**S**

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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**How do Legal & General customers access the work-related stress care pathway?**

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

Click each step to see more information

**Support for you** Click each item to see more information

- Mental Health Aid Training
- Contacts for help and signposting
- Awareness materials
- Return to work plans
- Employer visits and reasonable adjustment discussions

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 structured counselling for each employee.

**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 do Legal & General customers access the work-related stress care pathway?**

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

Click each step to see more information

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, they will discuss the situation with the employee, their Line Manager and HR department.

**Support for your business**

Click each item to see more information

- Training for Managers and Supervisors
- 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
- Line Manager and HR discussions
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**How do Legal & General customers access the work-related stress care pathway?**

**Step 1** [Click here to see more information](#)

**Step 2**

**Step 3**

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

**Support for your employees**

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**How do Legal & General customers access the work-related stress care pathway?**

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

Click each step to see more information

When appropriate, our in-house Specialist Rehabilitation 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.

**Support for your business**

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- Mental Health First Aid Training
- Contacts for help and signposting
- Employer visits and reasonable adjustment discussions

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**Step 1**  
Click each step to see more information

**Step 2**

**Step 3**

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.

**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
- Additional resources

**Support for your employees**

Click each item to see more information

- Employee Assistance Programme
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**How do Legal & General customers access the work-related stress care pathway?**

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

Click each step to see more information

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](mailto:groupprotection@landg.com), or call **0345 072 0751** and we'll send you the documents you need to complete.

### Customers access the work-related stress care pathway?

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

Click each step to see more information

## Support for your business



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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.

Once we've received your completed claim documents, a member of our team will contact you to discuss and further understand your needs. ✕

### How do Legal & General assess the 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**

**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**

**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**

## 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](https://legalandgeneral.com/notaredcard)

Q0060597 05/20

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**How do Legal & General customise work-related stress care pathway?**

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

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

Click each step to see more information

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