



Understanding Depression for Managers & Employers

Warning signs

It is important to distinguish ordinary tiredness, stress and sadness from the onset of clinical depression. If you are worried that an employee might be getting depressed, these are some of the warning signs to look out for:

- A CHANGE in the employee's USUAL behaviour
- Sadness, tearfulness- lasting more than two weeks
- Difficulty concentrating, increased forgetfulness, accidents and mistakes
- Poor time-keeping, increased absence
- Irritability
- Inability to deal with the usual work load

POSSIBLE TRIGGERS OF DEPRESSION

At Work

- Lack of job security
- Repetitive work
- Bullying and harassment
- Financial concerns
- New responsibilities
- Poor working environment
- Excessive workload
- Unsociable Hours

Outside Work

- Relationship problems
- Bereavement
- Physical illness
- Loneliness
- Housing Difficulties
- Personal crises

Web: www.depressionalliance.org

Tel: 0845 123 23 20

Email: information@depressionalliance.org

Registered Charity no: 1096741

- People who have experienced depression have learnt a lot; they can be an asset to the workplace
- They have a better understanding of their strengths and weaknesses
- They can understand and support other members of your organisation
- They can recognise the signs of depression in others
- They know what help is available

DEPRESSION-THE FACTS

Depression is a common illness, affecting one in four employees each year. It involves everyone in the work place, either directly or through colleagues.

Depression is as much an illness as diabetes or heart disease. It is NOT a sign of weakness.

Depression CAN be treated successfully - the sooner it is recognised the quicker the recovery.

Depression can affect any of your employees irrespective of their age, position or ability.

Young employees can get depressed, with men at particular risk of suicide, because they often find it difficult to talk about their feelings.

IGNORING DEPRESSION IS COSTLY

THE COST

Late recognition and lack of support for people experiencing depression is costly. Depression contributes to 155 million lost working days per year.

Depression accounts for nearly 20% of all sickness absence in the workplace.

(Statistics source: Depression in the Workplace Pack- Defeat Depression)

Royal College of Psychiatrists in association with the Royal College of General Practitioners

REDUCING COSTS

Recognising depression early and providing support does not cost a lot.

Severe depression takes longer to treat and the financial and personal implications are greater.

Investment in current employees is less expensive than recruiting and retraining new staff.