



PP03

When you're helping create life-saving treatments, who's looking after you?

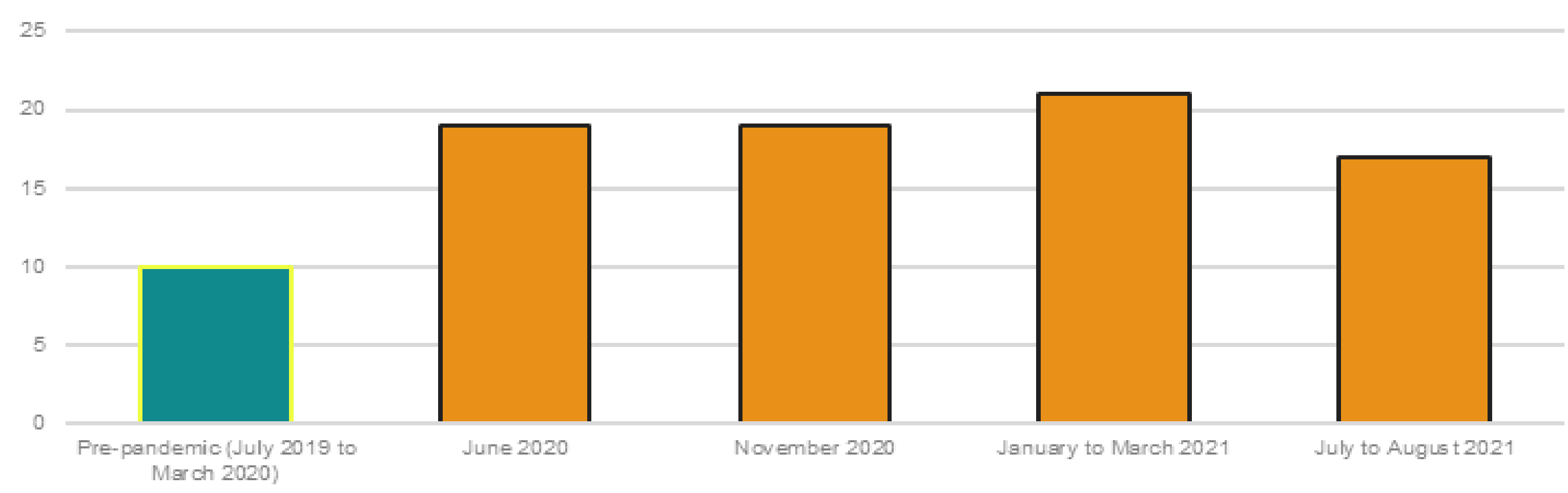
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Working in the pharmaceutical industry can be challenging—tight deadlines, client demands and the necessity for accuracy and quality can be overwhelming. As we continue to push the boundaries of medicine it is vital that employees and employers alike remember to look after their mental health. By changing business practices and encouraging our colleagues to look after their mental and physical health, we encourage healthier, happier and more productive workforce which ultimately results in happier staff, better business and happier clients. It's important for us all to participate in building stronger mental health and establishing positive workplaces where employees feel comfortable and happy.

Percentage of adults with moderate to severe depressive symptoms, Great Britain, Pre-Pandemic July 2019 to August 2021 (%)¹



£117.9bn The minimum cost of mental health problems to the UK economy annually²

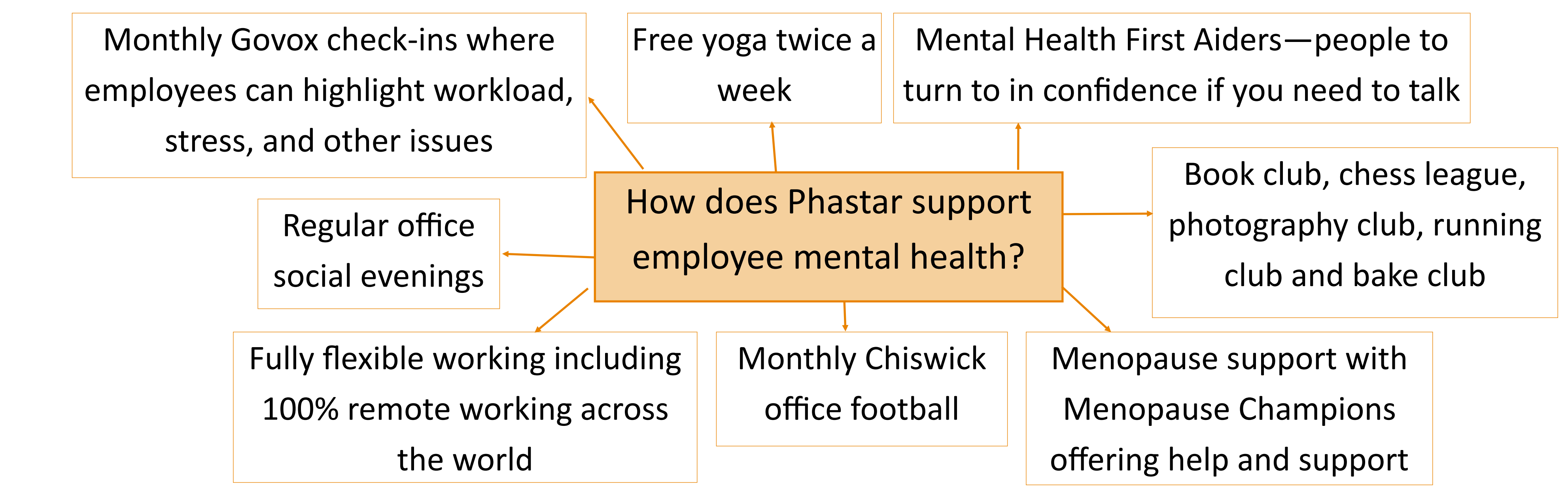


£5 How much a company saves for every £1 they invest in supporting the mental health of their employees³

12.7% The percentage of all sick days in the UK that can be attributed to mental health⁴



- 1 in 4 people will experience a mental health problem of some kind each year in England⁵**
- 1 in 6 people experience a common mental health problem in any given week in England⁵**
- 1 in 5 people have suicidal thoughts over the course of their lifetime⁵**
- Reported suicide numbers have gone up in England and Wales since 2018, with an increase in men and the number of people under 25 taking their own life⁵**



How can we help our colleagues?



Mental health support doesn't have to be expensive to your business, there are many simple, cost effective and enjoyable things you can implement into your business. By supporting and encouraging positive mental health, you are encouraging and fostering a positive working environment that supports and sees employees as individuals.



- Have you considered a walking meeting or outdoor one-to-ones?
- Lunch time yoga sessions, in the office or even via Teams for those working remotely
- Flexible working practices
- Addressing timelines and ensuring realistic deadlines to help create a more manageable workload can avoid stress and burnout.
- After work socials such as 5-a-side or book club

What can Pharmaceutical companies do to help CRO's?



We all recognise the need for deadlines, however creating these with additional “breathing room” can help reduce workload and the associated stresses, and can improve working relationships between Pharmaceutical companies and the CRO. By giving CRO's a small amount of additional time to produce a delivery Pharma's are demonstrating that they don't want to encourage a burn-out culture. It is then important that CRO's take this on board and don't see this as an opportunity to give their employees more work in other areas, contradicting the positive attitude shown by the Pharma.



What can your company do to help workload?

Resourcing is one of the most common issues within CRO's that can lead to a decline in employee mental health. Within such a fast-moving industry, staff can come and go but CRO's are always on the look out for more work. The issues arise when the work is there, but the staff numbers are too few. We've all had days where we would have benefitted from one more team member to work on a delivery.

So how do we tackle stress or burn-out?

- Ensure current employees are supported and feel valued to reduce staff turnover
- Encourage employees to take a few hours after a delivery to decompress before jumping into another project
- Successful processes that enable time efficient positive work, for example automation
- Encourage a culture where employees can speak up if they feel they need more resource or if deadlines are too tight

¹Office for National Statistics (2021). Coronavirus and depression in adults, Great Britain—Office for National Statistics.
²The economic case for investing in the prevention of mental health conditions in the UK. [online] Available at: <https://www.mentalhealth.org.uk/explore-mental-health/publications/economic-case-investing-prevention-mental-health-conditions-UK>.
³Deloitte United Kingdom. (n.d.). Mental health and employers: Refreshing the case for investment. [online] Available at: <https://www2.deloitte.com/uk/en/pages/consulting/articles/mental-health-and-employers-refreshing-the-case-for-investment>
⁴www.bl.uk. (n.d.). British Library. [online] Available at: <https://www.bl.uk/collection-items/removing-barriers-the-facts-about-mental-health-and-employment>.

⁵Mind UK (2020). How Common Are Mental Health problems? [online] Mind.org.uk. Available at: <https://www.mind.org.uk/information-support/types-of-mental-health-problems/statistics-and-facts-about-mental-health/how-common-are-mental-health-problems/>.

