



# Importance of Mental Health in the Workplace



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# Introduction

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This proposal outlines the comprehensive mental health support services offered by Confident Mind, designed specifically to meet the needs of modern workplaces.

We understand that small to medium-sized companies often lack the resources to address employee mental health effectively.

Our services are tailored to seamlessly integrate with your existing HR functions, providing expert mental health support without overwhelming your current operations. With a focus on flexibility, our packages can be customized to reflect important health awareness themes throughout the year, such as Breast Cancer Awareness Month or Mental Health Awareness Month.

By partnering with Confident Mind, your company can significantly improve employee well-being, which is essential for maintaining high productivity and reducing absenteeism.

Additionally, supporting mental health in the workplace is not only a strategic investment but also a legal obligation under UK health and safety legislation. Ensuring compliance with these regulations helps create a safer, more supportive, and thriving workplace culture.

# Why?

In today's fast-paced corporate environment, mental health has emerged not just as a personal concern but as a strategic business issue that impacts organizational productivity and financial stability.

Recent studies and data, including those detailed in the document provided, underscore the critical need for companies to prioritize mental health.

## Key Statistics and Insights

- **Impact on Productivity:** Research indicates that mental health issues account for 72 million lost work days each year in the UK, costing employers approximately £34.9 billion annually(mental-health-guide). This stark number reveals the significant impact of mental health on operational efficiency.
- **Legal Compliance:** Businesses are legally mandated to ensure their employees' mental and physical health under UK legislation, including the Health and Safety at Work Act 1974 and the Equality Act 2010. Neglecting mental health not only risks legal repercussions but can also lead to substantial financial penalties(mental-health-guide).
- **Employee Retention:** Mental health is a major factor in employee turnover. Studies show that employees with unsupported mental health needs are more likely to exit their positions, leading to higher recruitment and training costs for companies(mental-health-guide).

## The Corporate Disconnect

Despite the clear impact of mental health on organizational performance, there is a significant disconnect between the perception of mental health management's importance and actual practices within companies:

- **Managerial Training:** Only 13% of UK line managers have received training on supporting employee well-being, despite 69% recognizing it as a core skill (mental-health-guide).
- **Employee Reluctance:** Due to stigma and fear of repercussions, only 14% of employees feel comfortable discussing mental health issues with their managers(mental-health-guide).



## Consequences of Neglect

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- **Increased Absenteeism:** Employees with unresolved mental health issues are more likely to take sick leave, further straining company resources.
- **Reduced Employee Engagement:** Poor mental health can decrease motivation and satisfaction, impacting team morale and overall productivity.
- **Higher Turnover Rates:** Continued neglect can result in higher staff turnover, increasing recruitment and training costs.

## Investing in Mental Health – A Strategic Decision:

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- **Return on Investment:** Every £1 spent on supporting mental health yields a return of up to £9 in reduced absence, presenteeism, and turnover (mental-health-guide).
- **Enhanced Reputation:** Companies recognized for their robust health and wellness programs are more attractive to potential employees and investors.
- **Legal Compliance:** Adhering to health and safety standards not only avoids legal repercussions but also supports a culture of trust and safety.



Prioritizing mental health is not merely an ethical choice but a strategic one. Confident Mind offers a range of customizable packages designed to address the unique challenges faced by companies today.

By partnering with us, your company can enhance employee well-being, boost productivity, and ensure compliance with UK health regulations, all of which are crucial for sustained corporate success.

# About me



**Fernanda Prado**

**Fernanda Prado** is a distinguished hypnotherapist and mental health advocate with a strong track record of helping individuals overcome challenges and achieve inner tranquillity. Since 2015, she has dedicated herself to guiding clients through various issues, establishing herself as a trusted authority in hypnotherapy. Her passion for teaching has also led her to serve as a Hypnotherapy Tutor, where she imparts her extensive knowledge and experience.

With a professional background in the corporate world, particularly in finance, Fernanda has worked with prestigious organizations such as the Royal Albert Hall, the House of Commons, and other government bodies. This experience gives her a unique insight into the pressures, stress, and structured demands of corporate environments, allowing her to tailor mental health solutions that resonate with the needs of businesses.

In addition to her hypnotherapy expertise, Fernanda is skilled in Neuro-Linguistic Programming (NLP) Practitioner, ThetaHealing, and Pranic Healing, reflecting her commitment to a holistic approach to well-being.



# Mission & Vision



## Mission

To bridge the gap between corporate demands and employee well-being by offering tailored mental health solutions that recognize the unique pressures of the workplace.

Leveraging deep corporate experience and holistic therapeutic expertise. The goal is to alleviate the burden on HR, prevent mental health issues from being overlooked, create a thriving, resilient workforce and contribute to a healthier, more productive workplace.



## Vision

To cultivate a workplace culture where holistic mental health support is seamlessly integrated, ensuring that employees are valued as whole beings, with their personal and professional lives harmoniously balanced.

Companies prioritising mental health demonstrate genuine care for their employees, fostering a more engaged and resilient workforce.



# Our Services



One-on-One  
Online  
Sessions

Themed  
Mental Health  
Initiatives

Online  
Workshops

In-Person  
Workshops

Relaxation  
Sessions

Monthly  
Newsletters



# Package Options



## Silver Package: £299.00 per month

- **1 Online Workshop** (1 hour): Facilitates engagement and learning from the convenience of the office or home, perfect for initial mental health introductions.
- **4 Monthly Newsletters**: Distributed via email or intranet, these newsletters provide ongoing tips, updates, and themed content that aligns with specific health awareness months.

## Gold Package: £499.00 per month

- **1 In-Person Workshop** (1 hour + 20 minutes relaxation session): Offers a more personal touch, ideal for deepening understanding and practising relaxation techniques.
- **4 Monthly Newsletters**: Distributed via email or intranet, these newsletters provide ongoing tips, updates, and themed content that aligns with specific health awareness months.

## Diamond Package: £750.00 per month

- **1 In-Person Workshop** (1 hour + 20 minutes relaxation session): Offers a more personal touch, ideal for deepening understanding and practising relaxation techniques.
- **1 Online Workshop** (1 hour): Facilitates engagement and learning from the convenience of the office or home, perfect for initial mental health introductions.
- **4 Monthly Newsletters**: Distributed via email or intranet, these newsletters provide ongoing tips, updates, and themed content that aligns with specific health awareness months.

## Private 121 One Sessions - in company or online - £1,500 month

It includes a half-day (4 hours) once a week, dedicated to one-to-one sessions, allowing employees to book private consultations to address personal and professional issues. This option enhances support, helping employees navigate their challenges and overall well-being.

*Private 121 sessions can be added on its own or combined with any of the other packages listed above*

M E N T A L

H E A L T H

M A T T E R S

These are some of our standard packages, but we're happy to tailor our services to meet your specific needs, we can create the perfect solution for your company.



# For Enquiries, Contact Us

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