mentalhealthriskintelligence.com

The Business Case for Mental Health Risk Intelligence

A data-led approach to identifying and managing workplace mental health risk — before it becomes a cost.

Meet the team

Claire Bui

Head of coming up with amazing ideas

Claire Bui

Head of helping organisations know how we can help them

Helen Rathborne

Head of making sure customers experience good quality

Rachel Booth

Head of doing the admin so you don’t have to

The cost of doing nothing

£51bn

Poor mental health costs UK employers £51 billion every year (Deloitte, 2024)

964,000

workers suffered work-related stress, depression or anxiety in 2024/25 (HSE)

22.1 million

working days lost to stress, depression or anxiety in 2024/25 (HSE)

22.9 days

an average of 22.9 working days lost per affected worker (HSE)

This is a legal duty, not a nice-to-have

Employers have a legal duty to assess the risk of work-related stress and act on it (HSE)

ISO 45003 sets the international standard for managing psychosocial risk at work

Regulators and insurers increasingly expect documented evidence, not good intentions

A defensible position requires structured assessment, records, and demonstrable action

Why most approaches fall short

01 Annual staff surveys measure sentiment, not risk — and gather dust between rounds

02 EAPs and wellbeing perks respond after harm has occurred

03 No consistent scoring means no way to compare, track or prove progress

04 Without an evidence trail, spend is impossible to justify — or defend

What Mental Health Risk Intelligence does

- Structured organisational audits score mental health risk across defined categories on a consistent 0–4 scale
- Clear Red / Amber / Green risk bands: Potential Risk, Monitor for Risk, Low Risk
- Data Streams track your own leading indicators (absence, turnover, engagement) over time
- Benchmarking shows how you compare against organisations like yours
- Downloadable reports give budget holders and regulators the evidence trail

RISK BANDS

- **Potential Risk**
- **Monitor for Risk**
- **Low Risk**

How it works in practice

1

Audit

complete a structured mental health risk audit for your organisation

2

See

your dashboard scores each category and flags where risk sits

3

Track

record your key metrics period by period and watch the trend

4

Prove

generate reports that document assessment, action and improvement

The return on investment

£4.70

Employers see an average £4.70 return for every £1 invested in workforce mental health (Deloitte, 2024)

- Early identification is the cheapest intervention: acting before absence, turnover and claims occur
- Targeted spend replaces scattergun wellbeing initiatives — you invest where the audit shows risk
- The reporting trail protects the organisation if decisions are ever challenged

What it costs

SUBSCRIPTION FROM

£30

per month

no set-up fee, no IT project

- Compare: one lost employee to stress-related absence costs an average 22.9 working days
- Self-service onboarding: audit started on day one, first report the same week
- Cancel or change plan at any time — no long-term lock-in

The decision in one view

Do nothing

unmeasured risk, rising absence cost, no evidence of compliance

Staff wellbeing survey only

a snapshot of sentiment, no risk score, no trail

Mental Health Risk Intelligence

measured risk, tracked trend, documented compliance — for less than the cost of a single day's absence per month

Next steps

1. Approve the subscription — Small organisations £30 per month, Medium organisations £149 per month, large £399 per month, multisite POA
2. Nominate an owner to complete the first audit (under an hour)
3. Review the first dashboard and report together in week one

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