

How do you amend trigger points and progress warnings for frequent short-term absences due to an underlying mental health condition?

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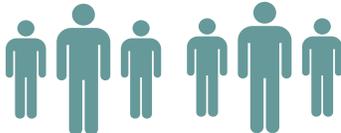
Mental health at work

£56 billion

Cost per year to employers



25% increase in cost to employers since 2019



1 in 6

workers



1 in 4

during their lives

One of the main causes of sickness absence

Trend set to continue...

Initial short-term absences



**Check contracts
and policies**

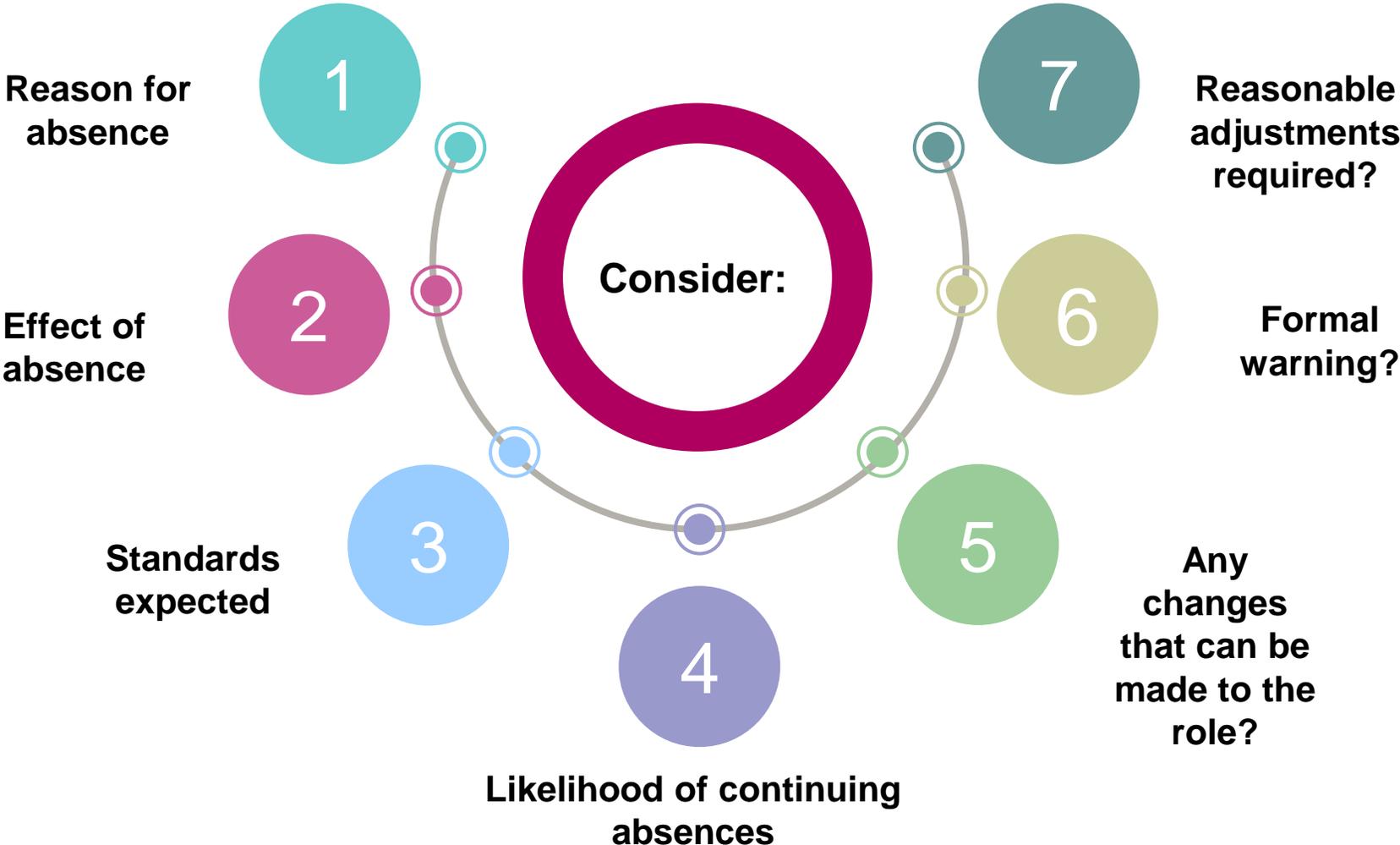


**Maintain regular
contact**



**Informal return-
to-work
interviews**

First formal meeting



Mental health as a disability

Section 6, Equality Act 2010:



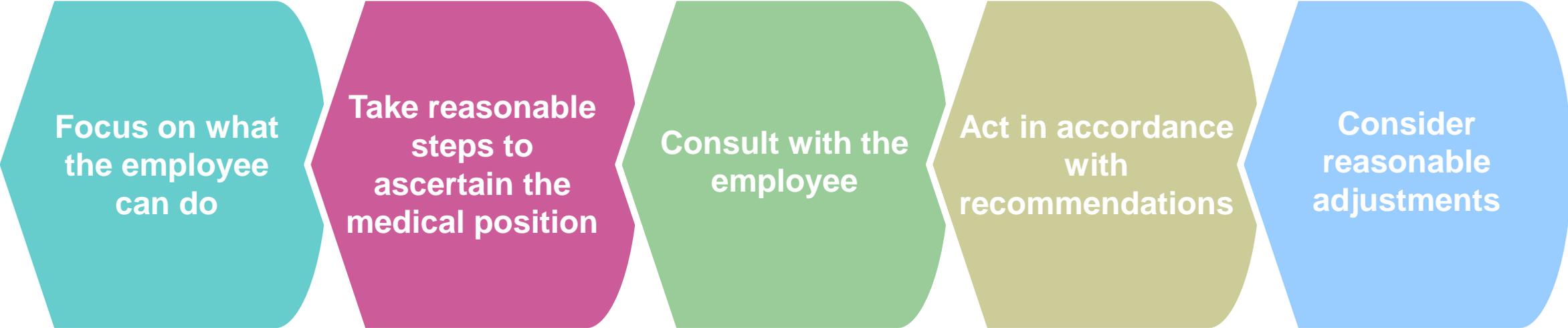
Potential claims:

- Discrimination arising from disability; and
- Failure to make reasonable adjustments.

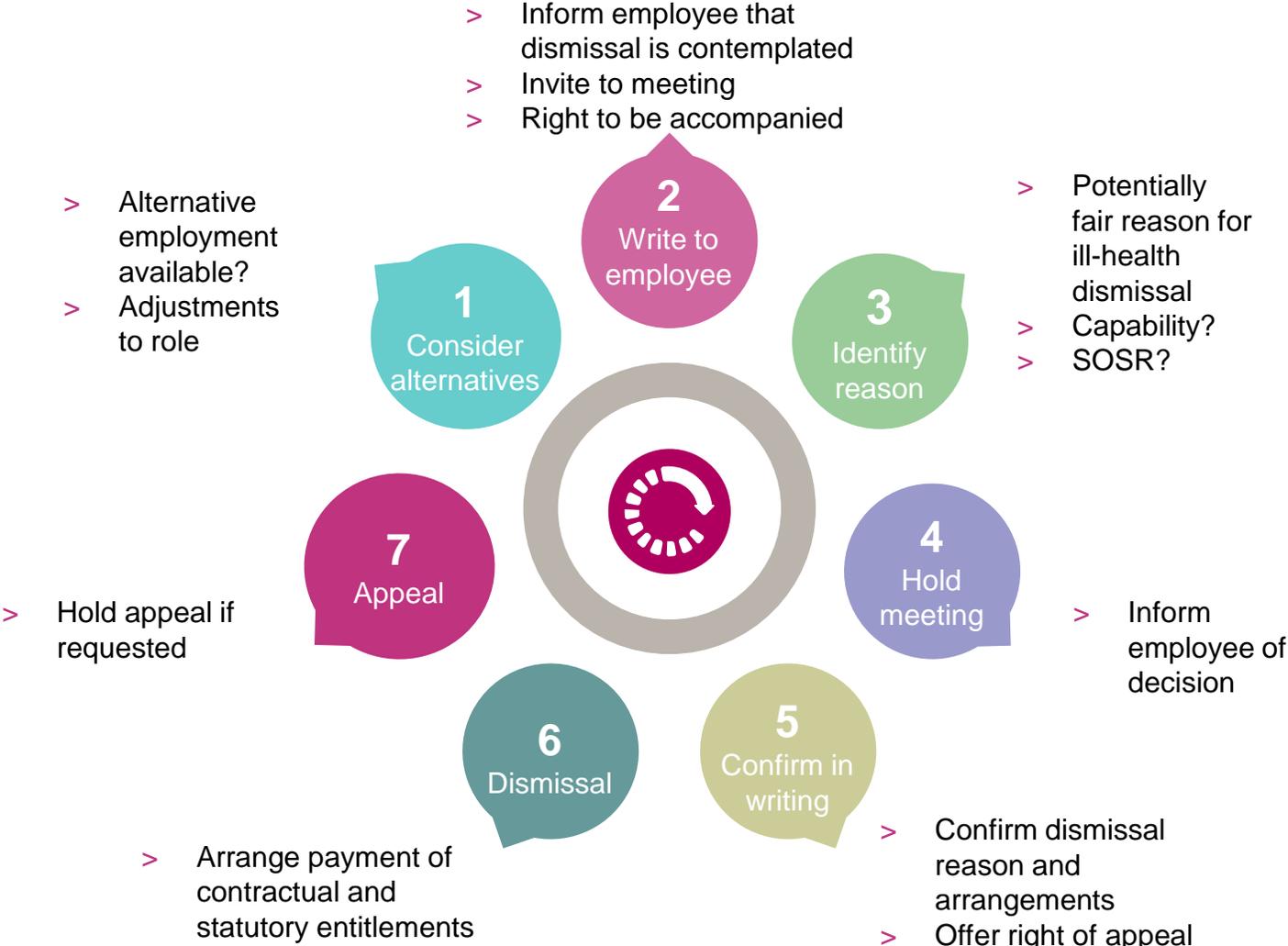
 Reasonable adjustments

- > Increasing thresholds for trigger points
- > Alternative meeting location
- > More notice for meetings

Medical evidence



Actioning dismissal



Questions?



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Thank you



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