

Acas encourages bosses to prioritise staff mental health all year

20 January 2025

Workplace expert, Acas, is urging bosses to check in on their staff as its helpline statistics revealed a rise in mental health related calls in autumn and winter compared to spring and summer.

The Acas helpline saw an almost 20% rise in calls on mental health in the autumn and winter months combined compared to the spring and summer months in 2024.

Blue Monday has been marked by some to be the most depressing day of the year but Acas advice is for employers to prioritise mental health throughout the year.

Acas Head of Inclusive Workplaces, Julie Dennis, said:

"Awareness days are a great way to raise the profile of mental health at work but bosses should be prioritising staff mental health throughout the year.

"Employers that create an environment where staff can openly talk about their mental health are better equipped to support them at work.

"Employees should also take steps to look after their own mental health and have coping strategies in place. Acas has advice and training on how to support and manage mental health and wellbeing at work."

Acas advice for employers on managing staff mental health includes:

- be approachable, available and encourage team members to talk to you if they're having problems
- keep in regular contact with your team to check how they are coping
- respect confidentiality and be calm, patient, supportive and reassuring if a staff member wants to have a chat about their mental health
- consider whether someone may need workplace adjustments, for example working more flexibly
- look after your own mental health and get support if you feel under more pressure than usual – this support could be a colleague at work, a mental health network or a counsellor
- clearly communicate the internal and external support available to staff – this can include offering practical help such as signposting to financial advice or bringing advice providers into work.

Acas advice for workers to support their own mental health and wellbeing includes:

- talk to people you work with or friends about how you're feeling
- speak to your manager about how you're doing, your situation, and ask what support is available
- reflect on what helps you feel more positive and what does not
- make time for activities you enjoy

[Get more Acas advice on health and wellbeing](#)

Acas has a range of training courses to help employers manage [mental health at work](#).

Media enquiries

[Contact the Acas press office](#)

Background notes

1. The Acas helpline received 4,143 mental health related calls in the autumn and winter months (September, October, November, December, January and February) in 2024.

3,501 mental health related calls were received in the spring and summer months (March, April, May, June, July and August) in 2024.

This represents around a 18% increase in calls received in the autumn and winter months.

2. Acas is the leading authority on workplace relations and dispute resolution in Great Britain. We provide free, impartial advice to employers and employees on workplace rights, rules and best practice. We also provide training and tailored support for businesses that can help them succeed. Acas is a non-departmental public body that is governed by an independent Council made up of employers, employee representatives and independent members.