



Mental Health Challenges – Reward Professionals

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NTT DATA

8TH OCTOBER 2024

Who Am I?

- 26 years' experience working as a Reward Professional (mainly Benefits focussed)
 - Worked in most types of sectors (including private and public)
 - Currently working for NTT DATA as an Interim Benefits Manager
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Is Working In HR “Stressful”?

RUN POLL

When you think about your career as an HR Professional ranked against other professionals in the UK in the list below, where does HR sit when ranking the most stressful job? (out of 1-10)

- Community Nurses
 - Higher Education Teaching Professionals
 - Human Resources Managers and Directors
 - National Government Administrative Occupations
 - Other Nursing Professionals
 - Police Officers
 - Primary Education Teaching Professionals
 - Secondary Education Teaching Professionals
 - Social Workers
 - Welfare and Housing Associate Professionals
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How Stressful Is Working In HR?

1. Police Officers
2. Social Workers
3. Welfare and Housing Associate Professionals
4. Community Nurses
5. Other Nursing Professionals
6. Higher Education Teaching Professionals
7. Primary Education Teaching Professionals
8. Secondary Education Teaching Professionals
- 9. Human Resources Managers and Directors**
10. National Government Administrative Occupations

SOURCE: Claims.co.uk, September 2024

What are our “Mental Health Challenges?”

- Death in service
 - Financial hardship
 - Physical illnesses
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“Mental Health Challenges” – Death in service

- The company representative for 12 death in service cases
 - First point of contact for the employee's family, the “face of the company”
 - Investigating potential beneficiaries for lump sum death benefit payment
 - Preparation of Trustee's report
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“Mental Health Challenges” – Death in service

8th July 03.

Dear Kate,

In response to the lump sum awarded to me from the trust set up for my late son [redacted]

I am extremely grateful and would like to thank all trustee members and the [redacted] my as a whole.

My thanks also go to you Kate and [redacted] for the telephone calls made to my daughter.

This money will make a tremendous difference to me so I would like to say Thank you very very much to you

Yours Sincerely [redacted]

“Mental Health Challenges” – Financial Hardship

- Repayment of loans
- Claiming back monies owed on benefits

“Mental Health Challenges” – Physical Illnesses

- Talking to employees recently diagnosed with cancer/long term illnesses requiring significant time off work and treatment discussing benefits & support available to them
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How Can You Help Yourself?

- Talk about how you are feeling with your friends/family/colleagues, we are all human and it is very difficult not to get involved/take on the emotions of others
 - Network with other Reward Professionals, we have all been there, so we know how you are feeling
 - Talk to your EAP counsellor
 - Attend professional training courses
 - If it is too much say NO!
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