

How HR Can Handle Employee Depression & Stress Effectively



Encourage Mental Health Days

A "mental health day" is taking a day off without being physically ill. You can call them whatever you'd like, but tell employees that it's acceptable to take days off if they are feeling stressed or just need a day to decompress. You don't need to be physically ill in order to call in.



Make PTO expire

You might get some push-back from the employees who like to stack PTO, but paid time off is a benefit that is meant to be used. It allows workers to refresh and recharge. If employees know you have a use-it-or-lose-it policy, they'll be more likely to take rest periods away from work so they can come back 100 percent.



Offer employee assistance programs

According to the Society for Human Resource Management, an EAP is a work-based intervention program designed to assist employees in resolving personal problems. This includes getting assistance with mental health issues like depression, as well as other personal issues such as marital, financial or substance abuse problems.