



Workplace Mental Wellbeing That Makes a Difference

Why mental health matters in engineering and manufacturing

Engineering and manufacturing keep the UK moving, but the people behind these industries often work in high pressure, safety critical environments.

Long hours, shift patterns and demanding workloads can take a toll on mental wellbeing, yet mental health is still not always openly discussed.

Mental wellbeing in the workplace

Mental health challenges do not always look obvious.

Changes in behaviour, increased stress, fatigue or withdrawal from team conversations can be early warning signs. Recognising mental health as something that exists on a spectrum helps create healthier, more supportive workplaces.



What employees can do

Everyone has a part to play in building a mentally healthy workplace. You do not need to be an expert to make a positive impact. You could:

- Ask a colleague how they really are and listen without judgement
- Check in with someone who seems quieter, stressed or under pressure
- Offer support or a helping hand if you notice someone struggling
- Share mental health resources or signpost to support services
- Be open about your own experiences if you feel comfortable doing so
- Take part in wellbeing initiatives or conversations at work
- Look after your own mental health by setting boundaries and seeking help when needed
- Use #TimeToTalkDay on social media to help normalise the conversation

Small actions can help break down stigma, strengthen relationships and create a workplace where people feel confident to talk.



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What employers can do



Employers play a crucial role in shaping workplace culture and removing barriers around mental health. Creating a supportive environment does not require complex systems, but it does require commitment and consistency. Practical actions include:

- Introducing regular wellbeing check ins for teams and individuals
- Providing mental health awareness training for managers, supervisors and line leaders
- Ensuring clear access to confidential support such as Employee Assistance Programmes
- Signposting employees to internal and external mental health resources
- Creating dedicated spaces for open discussion, such as wellbeing drop ins or forums
- Encouraging flexible working where possible to support work life balance
- Reviewing workloads, shift patterns and rest periods to reduce burnout risks
- Embedding mental wellbeing into health and safety policies and practices
- Demonstrating visible leadership commitment to mental health from senior figures

When leaders actively prioritise wellbeing, it builds trust, improves engagement and helps create a culture where employees feel valued and supported.

Find out more

Mind,
Rethink Mental Illness,
Time to Change,
Samaritans.



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**Start the conversation.
Support your colleagues.
Build healthier workplaces.**

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