

A photograph of a healthcare worker, likely a nurse or doctor, wearing a stethoscope and looking towards the camera. The image is overlaid with a semi-transparent blue and purple gradient. The background is slightly blurred, showing other people in a clinical setting.

# ENSURING GOOD MENTAL HEALTH SUPPORT FOR HEALTH WORKERS

A mentally healthy workforce is essential for delivering safe, quality, patient-centred care.

Positive work environments can attract people to join the health profession, encourage them to stay and make them feel heard, connected and supported to perform effectively.

## **Our call to action – workplaces that**

- **Protect...** the mental health of the health workforce
- **Invest...** in a positive, healthy workplace environment
- **Respond...** to the voices of health workers
- **Celebrate...** the contribution of the health workforce

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FOR  
GLOBAL  
MENTAL  
HEALTH**

# ENSURING GOOD MENTAL HEALTH SUPPORT FOR HEALTH WORKERS

FACTS	SOLUTIONS
<p>There is a global shortage of mental health workers.</p> <p>Globally, 13 mental health workers per 100,000 population <sup>1</sup></p> <p>3.8 mental health workers per 100,000 population in low-and middle-income countries <sup>2</sup></p> <p>1.4 mental health workers per 100,000 population in low-income countries <sup>3</sup></p>	<p>Governments need to:</p> <p>Invest more resources in education and training for specialist mental health workers.</p> <p>Provide more mental health services in primary and community care settings to improve access.</p>
<p>More than one third of the public health workforce worldwide is estimated to suffer from burnout. <sup>4</sup></p>	<p>Workplaces need to:</p> <p>Implement mandatory mental health awareness and leadership training.</p> <p>Promote a culture where mental health is openly discussed and issues addressed.</p>
<p>Medical students carry greater levels of depression, anxiety, and mental stress than their (non-medical) student peers. <sup>5</sup></p>	<p>Educational and training institutions need to:</p> <p>Provide students with self-help tools and free mental health services</p> <p>Ensure students take mandatory mental health awareness training.</p>

<sup>1,2,3</sup> WHO, Mental Health Atlas 2020: <https://www.who.int/publications/i/item/9789240036703>.

<sup>4</sup> Nagarajan R, Ramachandran P, Dilipkumar R, Kaur P. Global estimate of burnout among the public health workforce: a systematic review and meta-analysis. Hum Resour Health. 2024 May 21;22(1):30. doi: [10.1186/s12960-024-00917-w](https://doi.org/10.1186/s12960-024-00917-w).

<sup>5</sup> Nair M, Moss N, Bashir A, Garate D, Thomas D, Fu S, Phu D, Pham C. Mental health trends among medical students. Proc (Bayl Univ Med Cent). 2023 Mar 16;36(3):408-410. doi: [10.1080/08998280.2023.2187207](https://doi.org/10.1080/08998280.2023.2187207).