

# Men's Health at work

## An expert's guide



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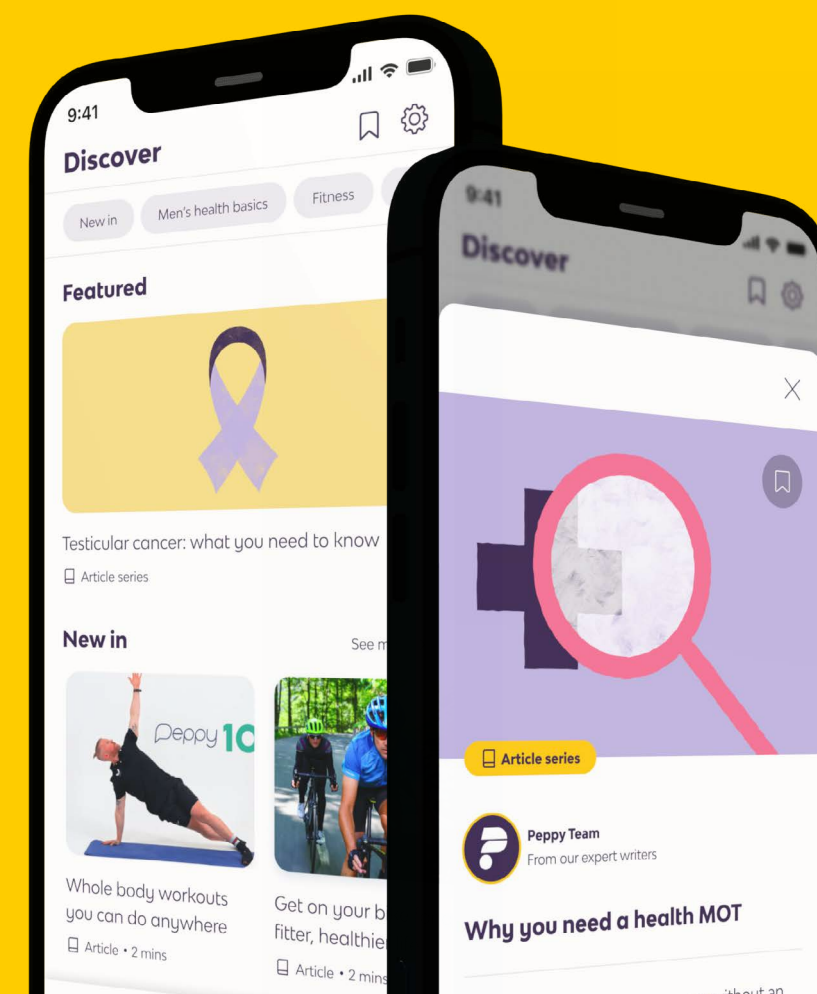
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# Why do employers need to provide men's health support?

The problem with health care at the present time is that, due to demands on health services, and other organisational issues such as contracts and referrals to other disciplines, care is often not delivered in a holistic way. There are few GP's who actually specialise in men's health issues and there is no current health screening for men. Nor are there many specific men's health clinics in the UK.

## 1 in 5

of your male colleagues will die before they're old enough to retire<sup>1</sup>

## 50%

working men visit the GP 50% less than working women<sup>2</sup>

## 50%

of premature male deaths are preventable<sup>3</sup>

## 1 in 3

men have taken time off for poor mental health at some point in their career<sup>1</sup>

<sup>1</sup> <https://www.menshealthforum.org.uk/whos-who-mens-health-forum>

<sup>2</sup> <https://bmjopen.bmj.com/content/3/8/e003320>

<sup>3</sup> [https://www.researchgate.net/publication/307904222\\_The\\_State\\_of\\_Men's\\_Health\\_in\\_Europe](https://www.researchgate.net/publication/307904222_The_State_of_Men's_Health_in_Europe)

<sup>4</sup> <https://www.health.org.uk/publications/long-reads/unemployment-and-mental-health>



## 40%

of men aged 45 and older have low testosterone levels

## 3 in 4

suicides are by men (leading cause in death for men under 35)

Men have a

## 67%

higher chance of dying from cancers that affect both men and women

## About the author

Helen Lake is a leading men's health expert, with over 30 years of experience, and is Director of Men's Health Services at Peppy. She and her team of general men's health experts, urologists, mental health experts, fitness experts and nutritionists deliver specialist support to thousands of employees on the Peppy app.





# 5 ways men's health is impacting your business

(And how to fix it)

## Health and wellbeing

### 1 in 5

of your male colleagues will die before they're old enough to retire

**Tip:** Appoint men's health champions, within your organisation who are happy to talk openly about men's health and their own personal experiences

## Team productivity

### 40%

of men aged 45 and older have low testosterone levels which causes fatigue

**Tip:** Remind your employees what benefits are available – many are simply not aware, and it's up to you to make them clear

## Employee engagement

### 1 in 3

men have taken time off for poor mental health at some point in their career

**Tip:** Be open about the long-term benefits of taking a short amount of time off work if someone is sick or close to burnout

## Preventable attrition

### 50%

of premature male deaths are preventable

**Tip:** Give your colleagues free access to specialist men's health support. Ideally, choose an easy-to-access, confidential digital solution



## Employer brand

### 30%

of companies with over 1000 employees plan to offer men's health benefits in the next 2 years

**Tip:** Once you have men's health support in place, shout about it! Position your organisation as a gender-diverse, forward-thinking, inclusive employer to attract and retain top female talent





# 6 simple steps for HR and benefits professionals

**Take action today to support your colleagues and boost your employer brand**

## 1 Start the conversation

Appoint a men's health champion  
A men's health champion is someone who will help offer support to others and start the conversation about men's health and share their own personal experiences.

## 2 Ask your colleagues

Send out an anonymous survey  
Most men don't feel comfortable talking to their line manager about their health. Send out a short, anonymous staff survey to find out what's bothering them, and how you can help.

[Click here for our free men's health survey template](#)

## 3 Be practical

Consider simple changes to your working culture

If you suspect a colleague is struggling, ask them. This can help create a culture of openness and help set up a calendar of events designed to encourage men to talk.

## 5 Build a business case

Arm yourself with the tools you need to speak to your c-suite

Make sure your senior leadership team is aware of the impact men's health is having on their business. Use the stats on the previous page to proactively build a business case that opens their eyes to the productivity losses and preventable attrition that unsupported men's health causes (and the uncatalysed opportunity that awaits).

Top employers including Capgemini, Clifford Chance and DFS already support their male colleagues – with more joining them every day.

## 4 Train line managers

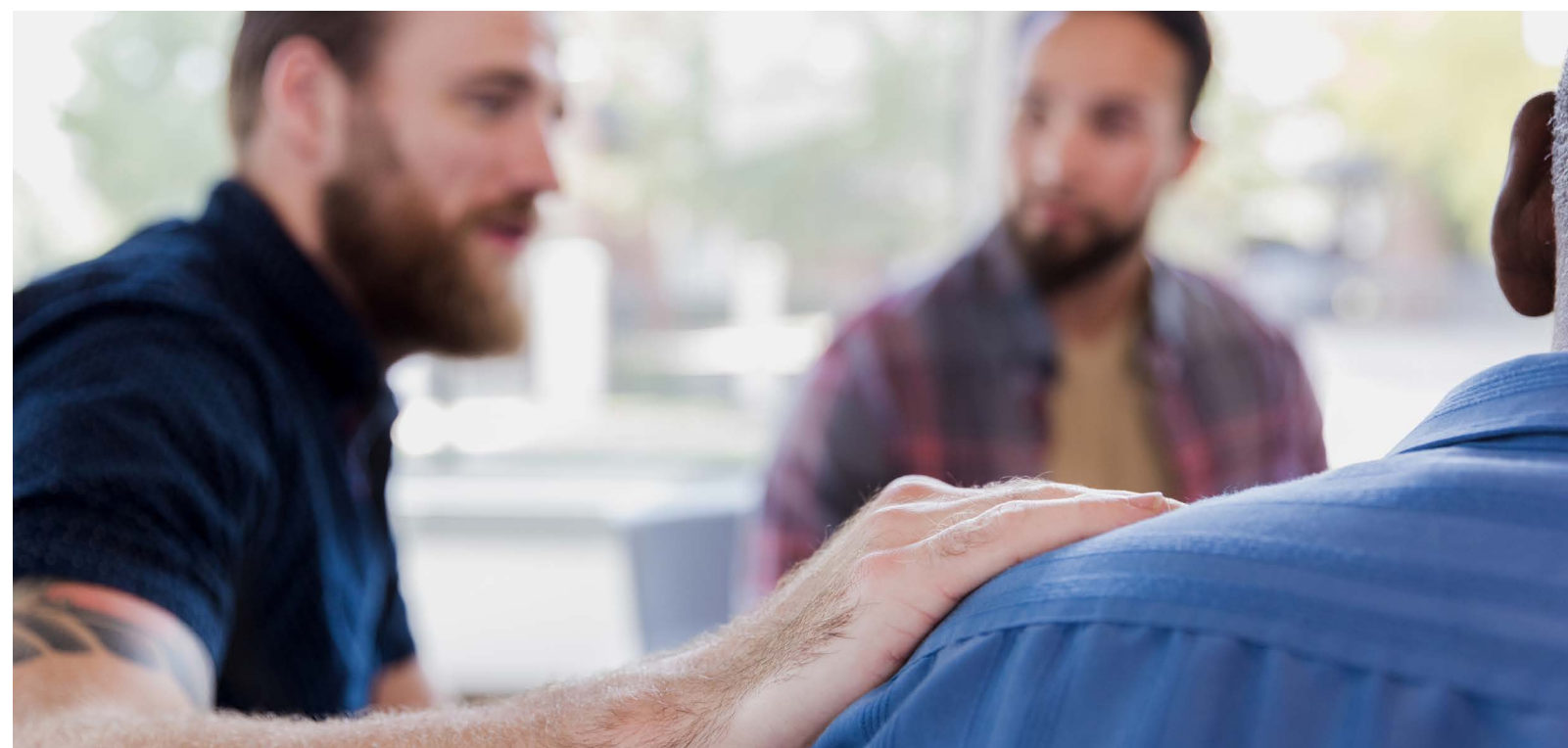
Empower your team with knowledge

It's important that all HR team members and line managers understand how men's health, can affect colleagues and how they can talk to team members about it. Once you have support available, make sure line managers know the pathway to support.

## 6 Get Peppy

The digital health app that gives your people personalised men's health support

The Peppy app enables you to give your people personalised, highly-accessible men's health support at the touch of a button. Peppy is a high-impact tool to improve health and wellbeing and set your organisation apart as a destination employer.








# What men's health solutions are available?


Men's health policy	Employee assistance programme (EAP)	Private medical insurance	Peppy men's health support
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# Access unlimited, confidential support from human experts


- 

One-to-one virtual consultations
- 

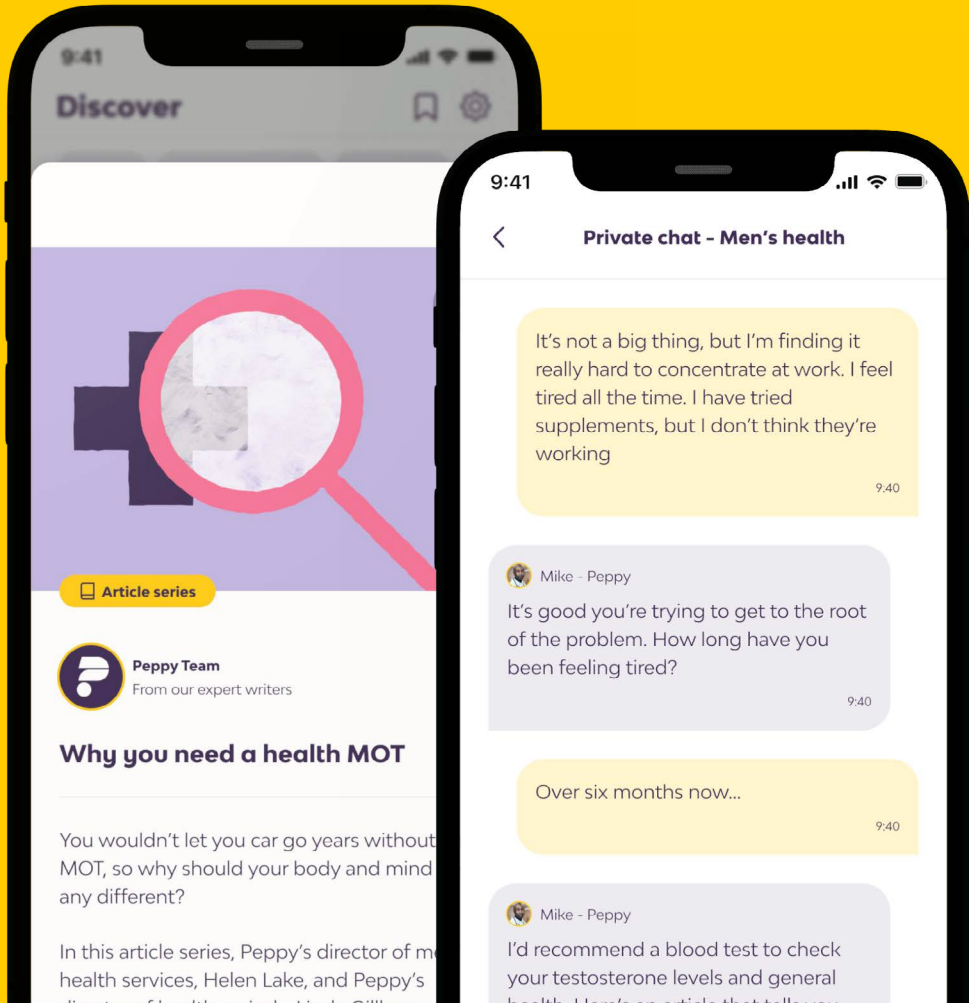
Group chat and support
- 

Videos, articles and audios
- 

One-to-one chat with an expert
- 

Events with expert speakers
- 

Mental wellbeing support



# Leading employers support their people with Peppy



BNP PARIBAS

CLIFFORD  
CHANCE

COTY  
SINCE 1904



Marsh McLennan



NOVARTIS

Office for  
National Statistics

Santander

Vitality

Wickes

**"We look after men's careers, their professional development – why wouldn't we be looking after their health and welfare too?"**



**Rory Burghes**

Vice President, Capgemini  
(launched Peppy Men's Health in 2022)

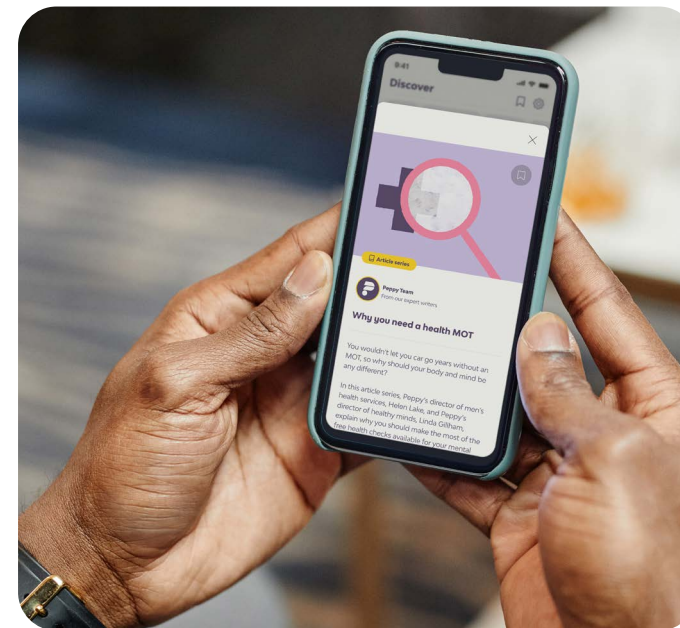
## About Peppy

Peppy is a health app that supports under-served areas of healthcare by connecting employees to human experts.

These include menopause, fertility, men's health, women's health and baby.

Through Peppy, employees can access one-to-one private chat and consultations with experts plus a wealth of expert-created content including events, articles, videos and audio toolkits.

Over 250 employers are transforming their business by giving their people the information and personalised support they need, with Peppy.



**Find out how Peppy can support your people and transform your business**

**Talk to our team**