



Employee Wellbeing & Workplace Mental Health Programs

An evidence-based overview for HR and executive leadership — Mansour Alsikhan, SCFHS-Registered Specialist in Psychology

Psychology-led, measurable and governance-focused support for Saudi organizations that want employee wellbeing to move beyond scattered activities into a structured program — with clear ownership, privacy boundaries, and decision-ready outcomes. Independent and vendor-neutral: not tied to selling any platform.

Why now — the evidence

12 billion

working days lost globally every year to depression and anxiety (WHO)

48%

of employees in MENA reported experiencing a lot of stress during the previous day — the third-highest regional rate globally (Gallup, 2025 data)

1 in 3

GCC employees report burnout symptoms, vs. 1 in 4 globally (McKinsey Health Institute, 2022 GCC survey)

More than 840,000

deaths each year are linked to psychosocial risks at work (ILO, 2026)

In Saudi Arabia, 26% of employees are engaged at work and 28% report high daily stress ([Gallup, Saudi Arabia 2025 data](#)). In McKinsey Health Institute's 2022 GCC survey, 36% of employees planned to leave their jobs within 3 to 6 months — more than twice the global rate of 16%. Employer-side research (Deloitte UK, 2024) finds an average return of roughly £4.70 per £1 invested in employee mental health, with *presenteeism* — people at work but performing below capacity — the largest hidden cost.

The gap most organizations have

Most organizations already have activities — an EAP, insurance benefits, engagement events. What is usually missing is governance: clear ownership, defined privacy boundaries, and measurement that tells leadership what is working. The Saudi National Mental Health Survey shows a substantial treatment gap: only 13.7% of those with a disorder in the previous twelve months received treatment in that period, and even among severe cases the figure was just 20.2% — so usage numbers of support services alone understate the full need. ISO 45003 provides internationally recognized guidance for managing psychosocial risks at work and gives leadership a structured reference for governing this area.

Entry offer: Employee Wellbeing Readiness & Governance Review

A focused review of current employee wellbeing and mental health support arrangements: what exists, what is missing, what should be measured, and what leadership should prioritize over the next 90 days.

Area	Description
Inputs	Kickoff, leadership conversations, review of any available policies, workforce information and existing initiatives; aggregated or anonymized data only.
Outputs	Current-state map, governance gaps, 3 to 5 priorities, measurement starting frame, and a 90-day roadmap.
Boundaries	No therapy inside the review, no individual diagnosis, no employee surveys in the entry offer, no ISO certification or audit claim.
Best fit	Organizations with existing initiatives that need clarity before scaling — and organizations building their first structured program that want to start on solid foundations.

Separate track — Employee Therapy Access. Therapy access is handled as an independently scoped clinical track, with separate contracting, confidentiality and professional governance. Individual clinical information is not shared with the employer in routine reporting, and its handling remains subject to applicable professional, regulatory and safety requirements; any organizational reporting is aggregated and non-identifying.

Professional basis

- SCFHS-registered Specialist in Psychology, holding the SCFHS Certificate of Professional Competency in Clinical Psychology, with more than 11 years of institutional experience.
- Practical institutional experience includes workplace mental health program design, needs assessment, ISO 45003-informed psychosocial risk tools, outcome measurement and leadership reporting.
- Executive Master's in Hospital and Health Services Administration; Higher Diploma in Cyber Psychology; ISO 45003, IOSH, NEBOSH, ISO 31000 and GRCP training/credentials.

Next step

A discovery conversation of 30 to 40 minutes to understand your organization's size, workforce profile, existing initiatives, decision owner and budget route. **Relevant service options and indicative scopes may be discussed during the conversation; a detailed proposal follows once the need is understood.**

Sources: ILO — The Psychosocial Working Environment: Global Developments and Pathways for Action (2026); WHO — Mental health at work; Gallup — regional data 2026 (2025 data); Gallup — Saudi Arabia data; McKinsey Health Institute — 2022 GCC survey; Saudi National Mental Health Survey — 12-month treatment study; Deloitte UK (2024); ISO 45003:2021. Figures are published research findings, not guarantees of outcomes for any specific organization.