



PRESS RELEASE: FOR IMMEDIATE RELEASE

April 'pressure point' highlights growing need for employer action on workplace stress, says Cartwright Employee Rewards

UK – [23 April 2026] – Cartwright Employee Rewards, the financial services consultancy specialising in defined benefit and hybrid pension schemes, today urged employers to take a more proactive approach to managing workplace stress, as seasonal pressures and rising mental health challenges continue to impact employees and business performance.

Recent research from Mental Health UK underlines the scale of the issue, with one in five workers (20%) taking time off sick last year due to stress-related mental health challenges. Younger employees are disproportionately affected, with 39% of those aged 18–24 reporting the same.

John Mullally, Group Risk and Healthcare Consultant at Cartwright Employee Rewards, said: "April often brings a convergence of pressures for employees, and therefore employers, and this year is no exception. With financial year-end demands colliding with seasonal breaks, it places additional strain on individuals and teams. Ongoing economic and geopolitical uncertainty is only adding to the challenge, with many concerned about the wider economic outlook and how this may impact them and their families.

"The impact is not limited to employee wellbeing. Rising mental health-related claims are increasingly influencing the cost of Private Medical Insurance and Group Income Protection schemes, while also affecting productivity, retention and recruitment. Stress is no longer a standalone wellbeing issue; it's a business risk."

Mullally continued: "Many organisations already have support in place, such as Employee Assistance Programmes, but having support available is only the first step. It's value is only realised if employees are aware of it, understand it and feel confident using it. The organisations that respond best are those taking a proactive approach - reviewing their processes, actively promoting the support available, and creating a culture where employees feel able to speak up and access help.

"Guidance from the Health and Safety Executive can help employers identify and manage work-related stress risks, while simple steps, such as improving communication, signposting support and reviewing workloads, can make a meaningful difference. As mental health continues to be a key driver of claims and workplace absence, early intervention and engagement are critical, not only to support employees, but also to manage long-term cost and risk for employers."

-ENDS-



Note to Editors:

Cartwright Employee Rewards

Our experience, people and pioneering spirit is what sets us apart.

Cartwright have spent over 40 years honing their unique skill set, offering bespoke advice for HR, reward and benefits professionals on employee benefits that improve the financial wellbeing of their workforce.

Originating in the pensions market, Cartwright soon realised their wisdom in pension trusts could benefit other sectors too.

Cartwright leads with the human touch, because employee benefits starts with people. That's why they pride themselves on giving clients direct access to a real person, an expert in their field that will give relatable advice and demystify the world of financial wellbeing.

Not afraid to innovate, Cartwright are forward thinkers too. The pioneering Cartwright Bitcoin Employee Benefits service empowers employees toward a stronger financial future.

Cartwright was originally founded to help those in the pension market. However, they soon realised their wisdom in pension trusts could benefit other sectors too.

As well as employee rewards, they apply their same pioneering spirit and unique know-how to help charities, pension trusts, funeral trusts and businesses nationwide.

Find out more at:

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