

Wellbeing@Work – businesses thrive when their people flourish

Why bother? The business benefits of investing in health & wellbeing

Promoting wellbeing is important – it can help prevent stress and create positive **working** environments where individuals and organisations can thrive. Good health and **well-being** can be a core enabler of employee engagement and organisational performance. *CIPD Well-Being at Work May 2018*
Workers well-being is a key factor in determining an organisation's long-term effectiveness *ILO*

Absence costs SMEs **£782** per person per year
CBI 2018

↑ Better performance

Organisations with high levels of employee wellbeing have

outperformed the stock market by

+2%-3%

a year over a 25 year period

(London Business School 2015)

‘Companies perform better when their staff are happier, healthier and more engaged’

Matthew Fell Chief Policy Officer CBI 2018

↓ Reduced costs of poor employee health

8% of payroll

= cost of poor employee health *(CIPD 2009)*

£4,672

is the average cost of lost productivity per person year due to absenteeism or presenteeism

(Mercer and Vitality Health)

‘The costs of poor health and wellbeing are an added productivity drag’

CBI 2018

↑ Higher creativity

Organisations promoting health & wellbeing are

3.5 times

more likely to be creative and innovative

(The Wellness Imperative: World Economic Forum 2010)

↓ Reduced staff turnover

£4,000

is the minimum cost of recruiting a new member of staff

(Marmot Review 2010)

Anglian Water estimate that they gain **£8 for every £1** they spend on employee health & wellbeing

There are connections between

Employee Health ---- **Employee Engagement** ---- **Organisational Benefits/Costs**

Reduced blood pressure & cholesterol

-----Presenteeism-----

Retention

Lowered BMI

--- Employee engagement ---

Productivity/Customer Service

Reduced anxiety/depression

--- Positive working ---
relationships

Ill-health retirement

CIPD Growing the Health and Well-Being Agenda Jan 2016

People under 35

place particular emphasis on health and wellbeing when choosing their employer

Nearly 2 in 5 millennials (37%) think that workplace health and wellbeing should be a priority



Deloitte At A Tipping Point 2017

Some facts about employee health

+ 4yrs 2mths = average number of years a person's health age exceeds their actual age
(Britains Healthiest Workplace Insights)

Around **40%** of the UK's disability adjusted life years lost are attributable to **tobacco, hypertension, alcohol, being overweight or being physically inactive**
NHS MECC website



1 in 3 employees have a long-term health conditions *(Public Health England)*



1 in 4 employees have physical health conditions *(Public Health England)*



1 in 8 employees have a mental health conditions *(Public Health England)*



1 in 20 = employees have both a physical and a mental health conditions *(Public Health England)*



42%

number of employees with a health condition who say that it affects their work 'a great deal' or 'to some extent' *(Public Health England)*

£ worries

the biggest source of stress
(CIPD 2016)



1 in 4 employees reporting money worries that affect their ability to do their job
(CIPD 2016)

The cost of absenteeism and presenteeism due to financial distress is
4% of £payroll
(Barclays 2014)

Reasons for sickness absence *(ONS 2016)*

24.8%

minor illnesses
(coughs and colds)

22%

muscular skeletal conditions
(including back pain, neck and upper limb problems)

11.5%

mental health issues
(stress, anxiety, depression, serious conditions)

