

## Costs related to sickness



£ **29** BILLION

Sickness absence costs estimated to UK businesses each year  
PWC Research, The Rising Cost of Absence 2013



**50%**  
HIGHER

Average absence increased in the public sector than in the private sector



**1.5**  
DAYS OFF

Average manual worker's absence per year than non-manual workers



£ **554**

Overall median cost of absence per employee per year

CIPD - Annual Survey Report - Absence Management 2015

£ **8bn**  
EACH PER YEAR

The productivity loss as a direct cost of cardiovascular disease  
European Cardiovascular Disease Statistics Nov 2012

It has been estimated that an average London firm of

**250**  
EMPLOYEES



loses around **£250,000** due to ill health

**6.6**  
DAYS OFF

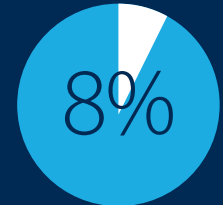


Average number of days each worker takes off each year due to illness

GLA Economics: London's Business Case for employee health and well-being 2012

Companies not currently doing anything to improve HWB

PWC Research, The Rising Cost of Absence 2013



GLA Economics: London's Business Case for employee health and well-being 2012

## Improvements after a HWB strategy implementation



Reduced sickness absence was evident in

**82%**

of programmes



Reduced staff turnover was evident in

**33%**

of programmes



Increased employee satisfaction was evident in

**25%**

of programmes



Increased company profile was reported by

**15%**

of programmes



Increased productivity was reported in

**15%**

of programmes



Increased health and welfare was evident in

**15%**

of programmes

PricewaterhouseCoopers - Building the Case for Wellness, 2008

## What companies are doing

Top 3 Initiatives



**88.5%**

EAP



**77.6%**

Gym membership



**62.9%**

Health screenings



**26%**

OF ORGANISATIONS

have had a health and wellbeing strategy in place for more than 3 years



**37%**

OF ORGANISATIONS

launched their health and wellbeing strategy to increase employee engagement



**29%**

OF ORGANISATIONS

seek to measure the impact of wellbeing strategies on the business

Employee Wellbeing Research 2017, REBA

Predominant Wellbeing Areas

**86%**

Physical health

**82%**

Mental health

**61%**

Smoking

**49%**

Alcohol

**38%**

Drug addiction

Trends



**28.4%**

Financial Education



**16.8%**

Fitness Challenges



**16.8%**

Mindfulness Challenges

Popular Initiatives

**60%**

Free Fruit

**42.2%**

Discounted/free gym membership

**41.4%**

On-site medical support

# Investors in People Health and Wellbeing Award



The IIP Health and Wellbeing award assesses your organisation with a focus on your health and wellbeing strategy implementation. The IIP Health and Wellbeing award is a great asset to ensure your Health and Wellbeing is getting the right return for its investment and also a valuable accreditation when it comes to attract and retain employees.

## By working towards the Award, your organisation will be able to:

- Improve the ability of line managers to manage fairly and supportively and tackle issues related to health and wellbeing at work.
- Empower people to act with more autonomy, and encourage decision making related to their work.
- Improve the support systems you have for your people – for example: improved team support, better skills training, practical advice –and the working practices that enable them to balance competing pressures, a heavy workload or difficult customers.

“The most important asset your organisation has is its people. The biggest asset they have is their health and wellbeing. It therefore makes good sense to look after it.”

Dame Carol Black

The Health and Wellbeing Award is comprised of three IIP indicators and three Health and Wellbeing themes.

Themes	Developed <i>In place and understood</i>	Established <i>Engaging and activating</i>	Advanced <i>Creating positive outcomes</i>	High Performing <i>Embedded and always improving</i>
Supporting physical wellbeing	The organisation has practices in place which focus on promoting healthy living	People participate in the organisation's practices and initiatives to improve their physical health	The organisation offers tailored programmes and practices that motivate people to live healthy lives	Leaders act as role models and create a culture of health in the organisation
Supporting psychological wellbeing	The organisation promotes psychological wellbeing through preventative and responsive policies and practices	People know the risk factors associated with psychological wellbeing and are capable of providing the right support	The psychological wellbeing of employees is actively monitored and data is used to identify potential areas of concern or people at risk	Leaders create a strong culture which supports psychological wellbeing, equipping people with tools and techniques for everyday life
Supporting social wellbeing	The organisation has practices in place which promote social relationships at work	People have good, positive relationships at work	There is a supportive culture in the organisation where people feel comfortable talking about personal issues affecting their work without fear of reprisals	People actively contribute to making the organisation a supportive, friendly and inclusive place to work

*Thought through wellbeing strategy  
People understand the policies and practices to support their wellbeing*

*People are engaged and actively involved*

*Wellbeing levels are measured  
Initiatives are evaluated  
Outcomes are being realised*

*Senior management buy-in  
Role modelling  
Embedded in culture*



To find out more about the Investors in People Health and Wellbeing Award or to attend a Health & Wellbeing Strategy workshop contact:

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