

Organisational Wellbeing Reports & Research

Financial Returns on Wellbeing Investment:

- **Statistic:** A study by Deloitte UK found that for every £1 spent on mental health interventions, employers get back £5 in reduced absence, presenteeism, and staff turnover.
- **Source:** Deloitte, 2020. "Mental health and employers: Refreshing the case for investment".

Reduced Turnover Rates:

- **Statistic:** The 2020 Vitality Britain's Healthiest Workplace study found that organisations with strong wellbeing programs experienced 41% lower employee turnover compared to those with less effective wellbeing strategies.
- **Source:** Vitality, 2020. "Britain's Healthiest Workplace 2020".

Enhanced Financial Performance:

- **Statistic:** Research by PwC found that companies with effective health and wellbeing programs outperformed the stock market by approximately 2-3% per year.
- **Source:** PwC, 2020. "PwC research: The rising importance of employee health and wellbeing".

Impact on Employee Stress Levels:

- **Statistic:** The CIPD's Health and Well-being at Work Survey Report 2021 found that 79% of UK organisations reported stress-related absence over the past year, highlighting the need for effective wellbeing programs to address stress management.
- **Source:** CIPD, 2021. "Health and well-being at work: Survey report".

Workplace Engagement and Wellbeing:

- **Statistic:** A survey by Mind, the mental health charity, revealed that 60% of employees say they'd feel more motivated and likely to recommend their organisation as a good place to work if their employer took action to support mental wellbeing.
- **Source:** Mind, 2019. "Workplace Wellbeing Index 2019".

Healthier Lifestyles and Reduced Health Risks:

- **Statistic:** A report by the UK's National Institute for Health and Care Excellence (NICE) found that workplace health programs can reduce smoking rates by up to 25% and increase physical activity levels by up to 30%.
- **Source:** National Institute for Health and Care Excellence (NICE). (2015). "Workplace health: policy and management practices". Available at: <https://www.nice.org.uk/guidance/ng13>

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Reduction in Stress and Mental Health Issues:

- **Statistic:** A study conducted by Bupa UK revealed that businesses with well-being initiatives saw a 31% reduction in work-related stress among their employees.
- **Source:** Bupa UK. (2019). "Workplace Wellbeing Census". Available at: <https://www.bupa.co.uk/newsroom/ourviews/workplace-wellbeing-census>

Improved Physical Health Outcomes:

- **Statistic:** Research published by the Chartered Institute of Personnel and Development (CIPD) showed that organisations with comprehensive well-being programs reported a 20% decrease in the number of employees with musculoskeletal disorders.
- **Source:** CIPD. (2019). "Health and well-being at work: Survey report". Available at: <https://www.cipd.co.uk/knowledge/culture/well-being/health-well-being-work>

Better Mental Health and Reduced Anxiety and Depression:

- **Statistic:** A survey by the Mental Health Foundation and Unum found that 45% of employees felt less anxious and more able to manage stress due to workplace mental health initiatives.
- **Source:** Mental Health Foundation & Unum. (2016). "Added value: mental health as a workplace asset". Available at: <https://www.mentalhealth.org.uk/publications/added-value-mental-health-workplace-asset>

Enhanced Overall Employee Health:

- **Statistic:** A VitalityHealth survey indicated that companies with effective well-being programs saw a 28% improvement in overall employee health, as measured by factors such as reduced blood pressure and cholesterol levels.
- **Source:** VitalityHealth. (2018). "Britain's Healthiest Workplace". Available at: <https://www.vitality.co.uk/business/healthiest-workplace/>

Reduction in Absenteeism:

- **Statistic:** A report by Deloitte UK found that organisations with effective mental health and wellbeing programs saw a reduction in absenteeism rates by up to 30%.
- **Source:** Deloitte. (2020). "Mental health and employers: Refreshing the case for investment". Available at: Deloitte Report

Impact on Absence Due to Stress:

- **Statistic:** The CIPD's Health and Well-being at Work Survey Report 2021 indicated that organisations with well-being strategies reported a 26% reduction in stress-related absence.



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- **Source:** Chartered Institute of Personnel and Development (CIPD). (2021). "Health and well-being at work: Survey report". Available at: CIPD Report

General Absenteeism Reduction:

- **Statistic:** According to the 2019 Britain's Healthiest Workplace survey by Vitality, employers who implemented comprehensive wellbeing programs experienced an average 27% reduction in employee absence.
- **Source:** Vitality. (2019). "Britain's Healthiest Workplace 2019". Available at: Vitality Report

Reduced Absence from Mental Health Interventions:

- **Statistic:** Research by Mind, the mental health charity, found that organisations that took proactive steps to support mental wellbeing saw a 20% decrease in absenteeism.
- **Source:** Mind. (2019). "Mental Health at Work: The business costs ten years on". Available at: Mind Report