



Workplace health and wellbeing programmes could save between **£130 and £5,020** for each participating employee by reducing their absence or illness at work.

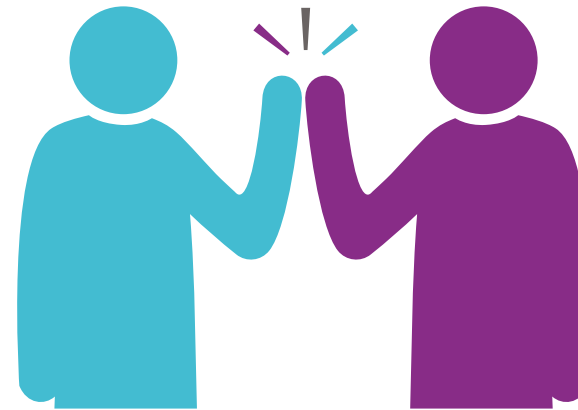
4.4 working days

are lost on average for each worker due to sickness absence.



Organisations that **take a positive, proactive approach** to health and wellbeing can benefit from:

- Attracting the best talent.
- More engaged and motivated staff.
- Retaining staff, less turnover.
- Reduction in absence, and presenteeism.



Average age

39
2016

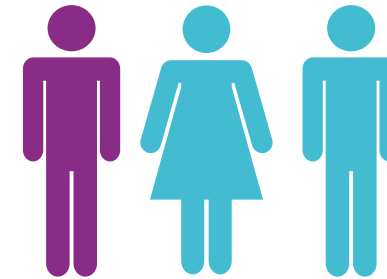
43
2030

In the coming years the **workforce is projected to get older.**



There is no 'one size fits all' and workplace wellbeing approaches should be **tailored to the needs** of the organisation and workforce.

1 in 3 of current UK employees have a **long-term health condition.**



Employees spend on average **a third** of their waking hours **at work**, so the workplace is an **ideal environment** to support employee health and wellbeing.



Taking a strategic approach to workplace health and wellbeing will create a healthier and more productive workforce.

Topic	Criteria
Environment and Culture	<ul style="list-style-type: none"> • Establish a health and wellbeing group to ensure a co-ordinated approach to health and wellbeing. • Nominate a named senior lead for health and wellbeing and ensure the lead fully supports the group. • Ensure that employees are aware that your organisation is committed to workplace health and wellbeing. • Assess the health and wellbeing needs of your employees and organisation to decide on health and wellbeing priorities in the workplace. • Identify and promote a minimum of 2 health and wellbeing topics/ campaigns per year. Topics should be based on need and priorities and tailored to your workforce.
Leadership and Management	<ul style="list-style-type: none"> • Ensure senior leaders are positively committed to health and wellbeing. • Ensure that your organisation has effective ways of consulting, communicating and cascading information to employees. • Ensure equality guidance and legislation is in place and adhered to including developing and implementing an equality, diversity and inclusion policy. • Consider your organisations approach to change management and resilience.
Attendance Management	<ul style="list-style-type: none"> • Develop and implement an attendance/absence policy which addresses short and long-term absence. • Accurately record sickness absence including reasons for absence.
Health and Safety	<ul style="list-style-type: none"> • Have a written health and safety policy in place which is regularly reviewed and followed. • Appoint a competent person to advise your organisation on managing workplace health and safety aspects. • Provide health and safety training and information to employees. • Carry out a health and safety risk assessment. • Display the health and safety law poster with up to date contact details.
Mental Health and Wellbeing	<ul style="list-style-type: none"> • Raise awareness and provide information about how employees can look after their mental health and wellbeing. This should include signposting to services, opportunities and resources. • Create an open and supportive culture by proactively tackling and reducing mental health stigma and encouraging conversations. • Raise awareness and provide information for employees on how the law supports their mental health at work. • Ensure managers/ supervisors know that they have legal responsibilities regarding mental health in the workplace including stress, bullying and harassment, and disability.
Alcohol, Smoking and Substance Misuse	<ul style="list-style-type: none"> • Develop and implement a written workplace smoke-free policy. • Raise awareness and provide information about smoking, substance misuse and alcohol consumption. This should include: <ul style="list-style-type: none"> » national guidelines/ key messages » risks of alcohol, substance misuse and smoking • Raise awareness and provide information regarding help and support for smoking, alcohol and substance misuse.
Healthy Eating	<ul style="list-style-type: none"> • Create a workplace environment which encourages employees to incorporate healthy eating into their daily routine. • Raise awareness and provide information regarding healthy eating, hydration and maintaining a healthy weight.
Physical Activity and MSK	<ul style="list-style-type: none"> • Raise awareness and provide information regarding physical activity and reducing sedentary behaviour. • Raise awareness and promote local physical activity opportunities. • Raise awareness and provide information regarding MSK health including signposting to further support.