



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

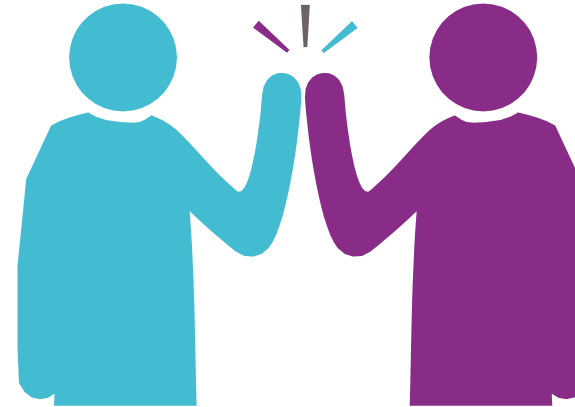
## 4.4 working days

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

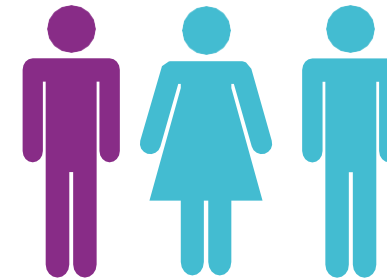
**43**  
2030

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.

Standard	Criteria	Not met	Partially met	Fully met
<b>Environment and Culture</b>	<ul style="list-style-type: none"> <li>Establish a health and wellbeing group to ensure a co-ordinated approach to health and wellbeing.</li> <li>Nominate a named senior lead for health and wellbeing and ensure the lead fully supports the group.</li> <li>Ensure that employees are aware that your organisation is committed to workplace health and wellbeing.</li> <li>Assess the health and wellbeing needs of your employees and organisation to decide on health and wellbeing priorities in the workplace.</li> <li>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.</li> </ul>			
<b>Leadership and Management</b>	<ul style="list-style-type: none"> <li>Ensure senior leaders are positively committed to health and wellbeing.</li> <li>Ensure that your organisation has effective ways of consulting, communicating and cascading information to employees.</li> <li>Ensure equality guidance and legislation is in place and adhered to including developing and implementing an equality, diversity and inclusion policy.</li> <li>Consider your organisations approach to change management and resilience.</li> </ul>			
<b>Attendance Management</b>	<ul style="list-style-type: none"> <li>Develop and implement an attendance/absence policy which addresses short and long-term absence.</li> <li>Accurately record sickness absence including reasons for absence.</li> </ul>			
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>Have a written health and safety policy in place which is regularly reviewed and followed.</li> <li>Appoint a competent person to advise your organisation on managing workplace health and safety aspects.</li> <li>Provide health and safety training and information to employees.</li> <li>Carry out a health and safety risk assessment.</li> <li>Display the health and safety law poster with up to date contact details.</li> </ul>			
<b>Mental Health and Wellbeing</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Create an open and supportive culture by proactively tackling and reducing mental health stigma and encouraging conversations.</li> <li>Raise awareness and provide information for employees on how the law supports their mental health at work.</li> <li>Ensure managers/ supervisors know that they have legal responsibilities regarding mental health in the workplace including stress, bullying and harassment, and disability.</li> </ul>			
<b>Alcohol, Smoking and Substance Misuse</b>	<ul style="list-style-type: none"> <li>Develop and implement a written workplace smoke-free policy.</li> <li>Raise awareness and provide information about smoking, substance misuse and alcohol consumption. This should include: national guidelines/ key messages; risks of alcohol, substance misuse and smoking</li> <li>Raise awareness and provide information regarding help and support for smoking, alcohol and substance misuse.</li> </ul>			
<b>Healthy Eating</b>	<ul style="list-style-type: none"> <li>Create a workplace environment which encourages employees to incorporate healthy eating into their daily routine.</li> <li>Raise awareness and provide information regarding healthy eating, hydration and maintaining a healthy weight.</li> </ul>			
<b>Physical Activity and MSK</b>	<ul style="list-style-type: none"> <li>Raise awareness and provide information regarding physical activity and reducing sedentary behaviour.</li> <li>Raise awareness and promote local physical activity opportunities.</li> <li>Raise awareness and provide information regarding MSK health including signposting to further support.</li> </ul>			