

HOW CAN THE GOVERNMENT HELP?

Businesses can and should proactively support the health and wellbeing of their staff. To encourage long-term change, this must go hand-in-hand with support from the government to help firms to do so. Consideration should be given to the current tax landscape:

- ✓ Government should commit to no further increases in the rate of Insurance Premium Tax for this Parliament
- ✓ Government should assess how health-related benefits such as health insurance can support health and wellbeing in the workplace and alleviate pressures on the NHS

THE UK'S HEALTH & WELLBEING CHALLENGE

1 in 3

Working-age people have a long-term health condition

3x

Increase in 'presenteeism' in UK businesses in last 8 years

£100bn

Estimated cost of long-term health conditions among people of working-age

£782 per person

Total amount health-related absence costs SMEs every year

5m

Workers are expected to experience poor mental health every year

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FRONT OF MIND

PRIORITISING WORKPLACE HEALTH & WELLBEING

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INVESTING IN WORKPLACE HEALTH & WELLBEING

More people than ever before are suffering with poor physical and mental health. Investing in workplace health and wellbeing is the right thing to do to support individuals to lead happy, healthy and fulfilled lives. Secondary to this, it supports business' ability to attract people and skills, and improve company performance, which is at the heart of raising UK productivity.

In 2018 the CBI, Bupa and HCA Healthcare surveyed UK businesses to understand what employers can do to improve workplace health and wellbeing. Our recommendations are that businesses should:

1. Make health and wellbeing a leadership priority
2. Target action on intervening early
3. Build an organisational culture that encourages health and wellbeing

REASONS TO INVEST

Businesses told us that their top three benefits for investing in workplace health and wellbeing are:

- ✓ Reducing absences
- ✓ Boosting firm productivity & performance
- ✓ Attracting a future workforce

1. MAKING HEALTH & WELLBEING A LEADERSHIP PRIORITY

Senior leaders are central in demonstrating why the health and wellbeing of staff matters and enabling line managers to support the health and wellbeing of their teams. Businesses can make health and wellbeing a leadership and organisational priority by:

- ✓ Senior leaders demonstrating commitment to the organisation's health & wellbeing strategy and communicating its value
- ✓ Providing line managers with suitable training so they can confidently support their team's health & wellbeing

2. TARGETING ACTION ON INTERVENING EARLY

Not all types of poor health can be detected or managed early. But where it can, individuals and the business benefit when workplaces take a proactive health and wellbeing approach that focuses on preventing ill health or intervening early. To do so businesses should consider:

- ✓ Promoting free mobile health apps to staff to enable them to be in control of their own health & wellbeing
- ✓ Providing a comprehensive Private Medical Insurance package with access to preventative health & wellbeing support

3. BUILDING AN ORGANISATIONAL CULTURE THAT ENCOURAGES HEALTH & WELLBEING

Businesses are better able to take a proactive approach to workplace health and wellbeing if their organisation's culture reinforces its importance for leaders and the business. Businesses can help to build a culture in which staff's health and wellbeing is prioritised by:

- ✓ Working with external organisations to raise awareness of mental health and build a culture that talks about it confidently
- ✓ Giving physical and mental health equal focus and resource in company health & wellbeing plans
- ✓ Considering the needs of individuals inside and outside the workplace when developing their approach to health and wellbeing
- ✓ Giving people the option to work flexibly to help those experiencing poor health return to work