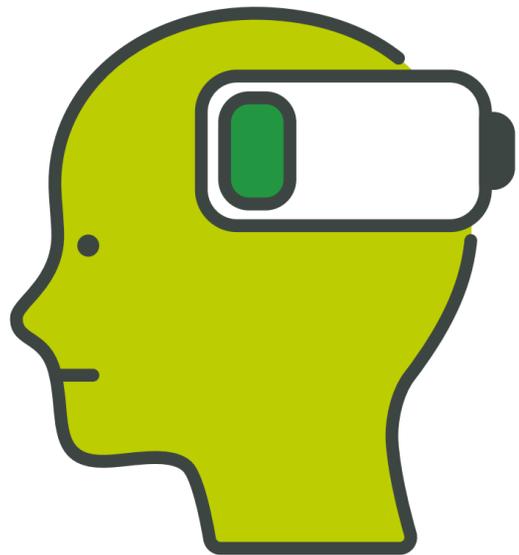




What is the Return on Investment for Employee Wellbeing Programmes?



70% of Workers..



..are not coming
to work energised
to deliver their
best performance

The cost?



- Lack of workplace productivity
- Less emotional intelligence
- Employees don't act as brand advocates
- Higher staff turnover

= £340 billion

By promoting physical exercise, employers can reduce the chances of chronic disease and overall health risks, which results in a happier team with less sick days

More than 22% of working age adults surveyed reported health-related work impairment from chronic illness in the previous 30 days.

11.1% of healthcare costs in the United States are related to inadequate physical activity.

Just 35% of employees rate their productivity as 'strong'.

Engaged employees are 18% more likely to collaborate and work together as a team

Being physically healthy saves you
and your company money

In 2016 the CDC found that
individuals who exercise
more than 150 mins in a
week spent 23% less money
on their healthcare costs
than people who did no
exercise

And physical health helps boost mood
and overall mental health



Employees that are disengaged are less willing to help others, creating an environment of dissatisfaction, damaging team morale.



Disengaged employees are not committed to the organisation they work for. They lack motivation and are unproductive. This lowers both the quality and quantity of work output.



How a wellbeing programme helps

Employees who maintain a healthy lifestyle are less likely to miss work and require disability leave for work-related problems like chronic back pain.

Healthy employees are more productive too; both physical and mental stresses come with fatigue and an inability to concentrate on tasks.

Its also easier to give your best when the company you're working for has your wellbeing interest at heart!



If you want to elevate yourself to be a spectacular employer, go the extra mile and promote general health and wellbeing among your employees, both inside and outside the workplace.

Let's go back to that £340 billion...

It's a huge figure that doesn't easily translate into financial losses on an individual organisational level.

But if you factor in presenteeism & absenteeism costs, recruitment costs and training costs, you can probably start to see it all adding up in your business.

However, you can start to see a ROI when for every £1 spent on investing in employee wellbeing, you get an average return of £5 and this increases when you focus on organisation-wide preventative activities like a wellbeing portal as opposed to reactive support like therapy.



Did you know investing in employee wellbeing will also help your company outperform in the stock market?

The CHAA in the USA is an award given to major listed companies that promote wellbeing and healthcare in and beyond the workplace

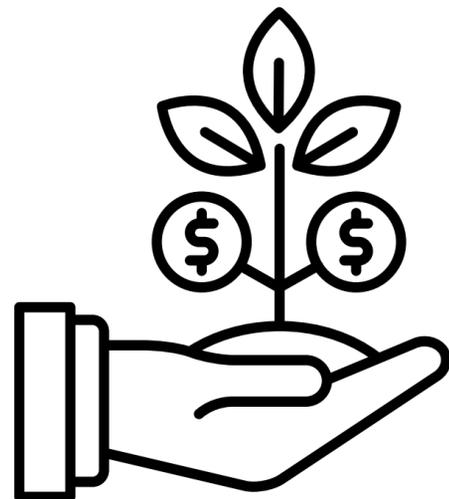
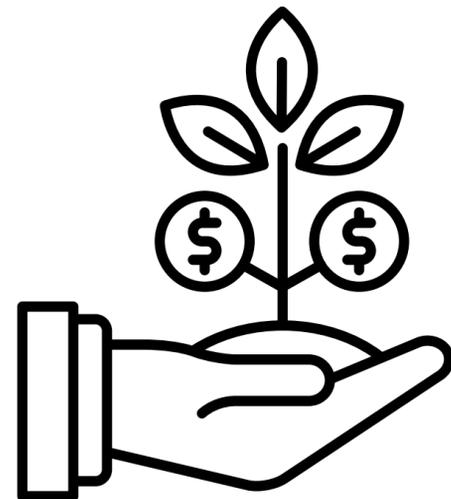
US academic researchers created investment scenarios, using past market-performance over 16 years to create investor portfolios for comparison.

CHAA companies outperformed the other listed companies and had an annualised return of 5.23%. The other companies reported no or stagnated growth within the same period

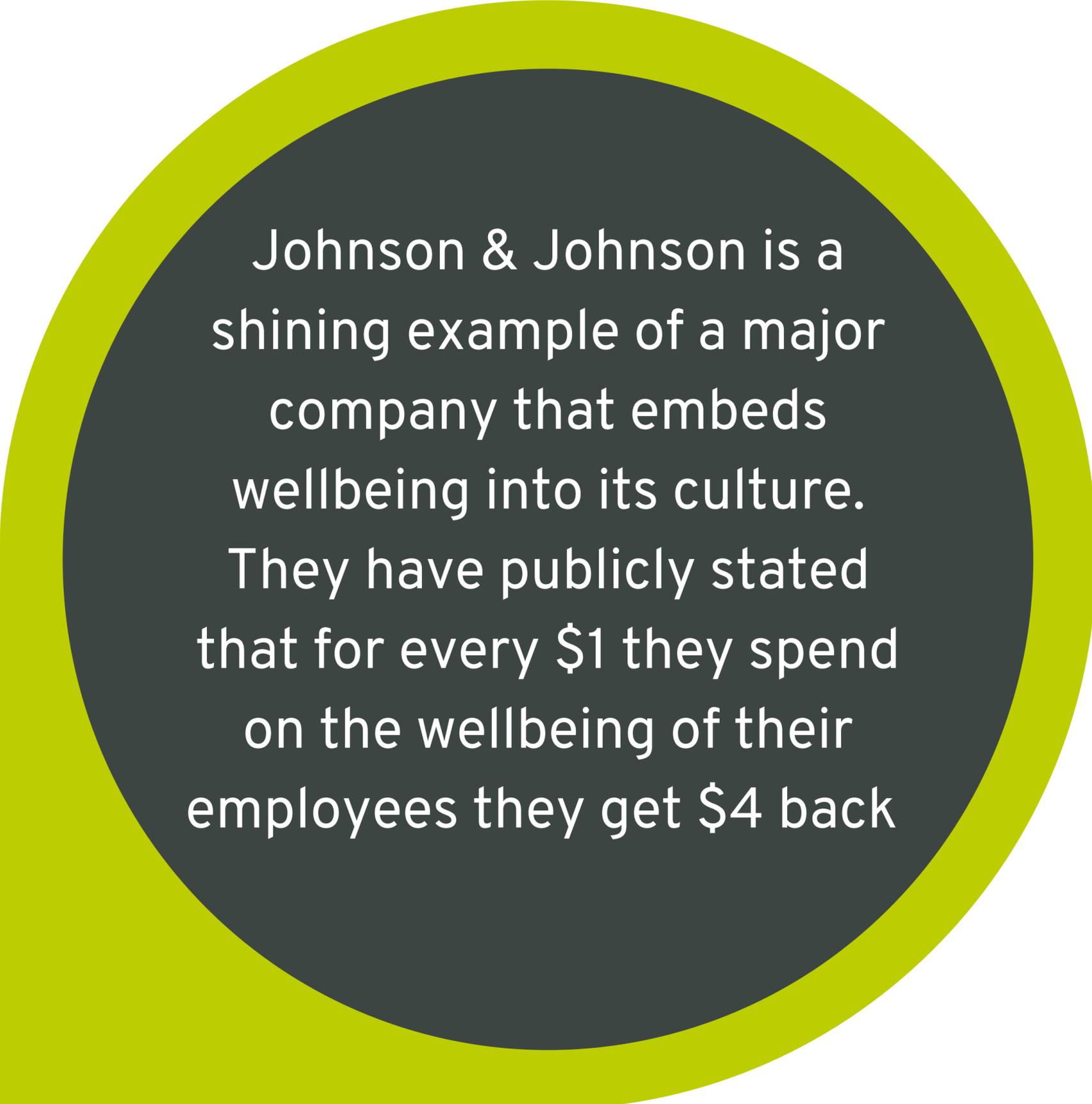
The CHAA is the "corporate health achievement award

ACOEM: Companies with a 'culture of health' may outperform others

Researchers analysed the recipients of this award and "invested" a pretend \$10,000 from 1996 to 2012



It was found that these award-winning CHAA companies outperformed the S&P 500



Johnson & Johnson is a shining example of a major company that embeds wellbeing into its culture. They have publicly stated that for every \$1 they spend on the wellbeing of their employees they get \$4 back



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