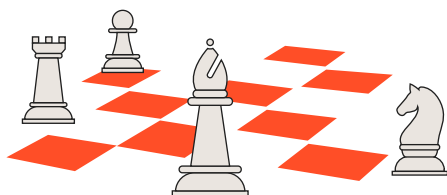


## Health and wellbeing at work

### Wellbeing strategy

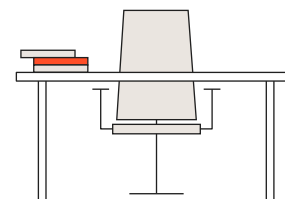


- 57%** Over half (57%) of organisations now have a standalone wellbeing strategy.
- 43%** Just under half (43%) of organisations don't have a formal strategy or a plan but act flexibly according to employee need.
- 37%** Just over a third (37%) are still taking a much more reactive approach (taking action when people have gone off sick) than proactive (promoting good wellbeing).

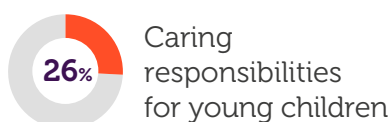
See Figure 5 in [our report](#) for more.

### Causes of absence

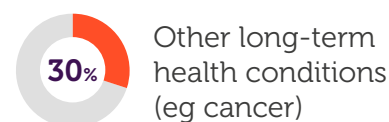
Top causes of absence  
(in employers top 3):



#### Short-term:



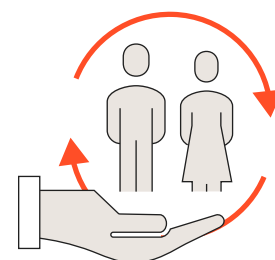
#### Long-term:



See Figure 4 in [our report](#) for more.

### Employer support throughout an employee's work/life journey

There's increasing wellbeing support for many life-stage issues:



See Figure 29 in [our report](#) for more.



## Health and wellbeing at work

### Opportunities from investing in wellbeing provision

Organisations identified the following as opportunities for benefits related to wellbeing provision:

- 54% Improved health and wellbeing
- 39% Better employee engagement
- 39% Lower sickness absence
- 38% Better employee performance
- 25% Enhanced candidate attraction and recruitment
- 21% Stronger employee retention



See Figure 20 in [our report](#) for more.

### Managing stress

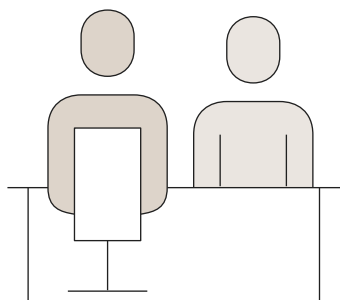


64% report some stress-related absence saying the top 3 causes are:

- 41% Heavy workloads
- 37% Non-work factors – personal/health issues
- 34% Non-work factors – relationships/family

See Figure 8 in [our report](#) for more.

### Role of line managers



Line managers are key to supporting mental wellbeing. Organisations that train managers in this area are much more likely to report they are confident to have sensitive discussions and signpost to expert help if needed than those that don't offer training (73% versus 57%).

See Figures 13 in [our report](#) for more.