# CIPD

Health and wellbeing at work

Wellbeing strategy

53% Over half (53%) of organisations now have a standalone wellbeing strategy.

50% 50% don't have a formal strategy or a plan but act flexibly according to employee need.

33% A third (33%) are still taking a much more reactive approach (taking action when people have gone off sick) than proactive (promoting good wellbeing).

See Figure 1 in our report for more.
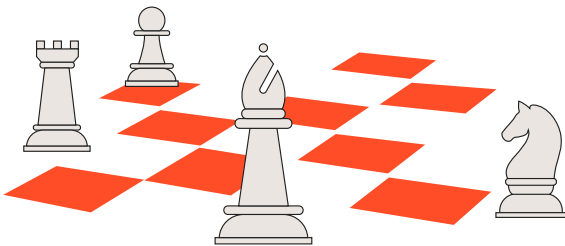
Women's and reproductive health

17% 17% of organisations' health and wellbeing activity includes provision, such as policies, awareness-raising or line manager training, for menstrual health (eg periods) to a large or moderate extent.

73% 73% of organisations' health and wellbeing activity includes provision for menopause transition.

15% 15% of organisations have a formal policy covering menstrual health (eg periods), either standalone or as part of a wider policy.

40% 40% of organisations have a formal policy in place for menopause transition.

See Figure 11 in our report for more.
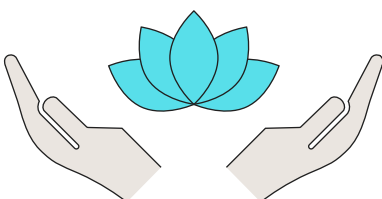
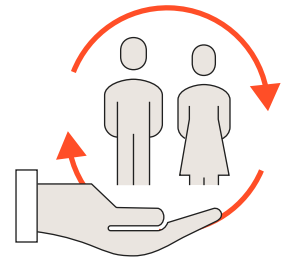## Employer support throughout an employee's work/life journey

There's variable wellbeing support through the employee lifecycle:

Top 3

60% Working parents or carers of children

55% Bereavement

46% Menopause

Bottom 3

23% Sleep hygiene
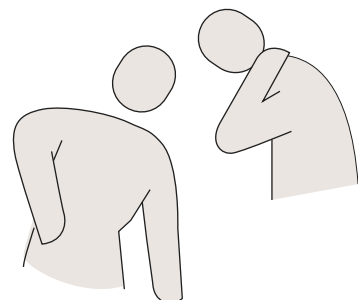
17% Menstrual health

13% Gambling

See Figure 10 in our report for more.

Causes of absence

Musculoskeletal injuries were reported in roughly half of employers' top three causes of absence.

45% **Short-term:**
Musculoskeletal injuries

51% **Long-term:**
Musculoskeletal injuries

See Figure 27 in our report for more.

The CIPD's 2023 Health and wellbeing at work survey, supported by Simplyhealth, provides benchmarking data, information and analysis on current and emerging health and wellbeing practices. Download the report to explore the findings and recommendations on health, wellbeing and absence in UK workplaces.

Health and wellbeing at work

The benefits of health and wellbeing provision

The most common benefits of health and wellbeing activity are:

35% Better employee morale and engagement

31% Healthier and more inclusive culture

29% Better work-life balance

21% Lower sickness absence

20% Enhanced employer brand

See Figure 15 in our report for more.
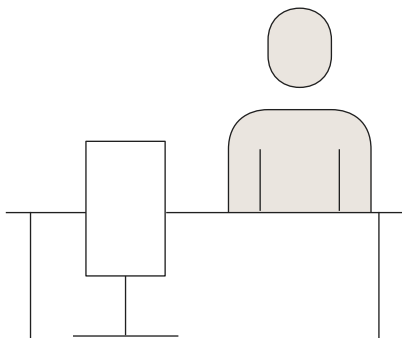
Stress and mental health

76% report some stress-related absence saying the top 3 causes are:

67% Heavy workloads

37% Management style

30% Non-work factors – personal/health issues

See Figure 16 in our report for more.

Role of line managers

Line managers are key to supporting health and wellbeing. They take primary responsibility to manage short-term absence in 70% of organisations.

But lack of line manager skills and confidence is the most common challenge for employee wellbeing 43%.

See Figures 8 and 28 in our report for more.