

roadmap to recovery

employee wellbeing

As employees face new ways of working and continued uncertainty, both their mental and physical wellbeing are suffering.

Mental wellbeing

In 2020, days off due to mental health rose by **10%**

The average number of mental health days off per employee in 2020 was **3.19**

In 2020, mental health cost the English economy **£14^{bn}** (up £1.3bn on 2019)

Physical wellbeing

29% of all employees rated physical health as poor or worse

19% of employees want more physical health support



the hidden cost

As well as increasing time off, poor wellbeing makes people feel less engaged and leads to lower productivity.



Presenteeism

36% of employees say their mental health affects their work on a weekly basis

12% say mental health affects their work every day

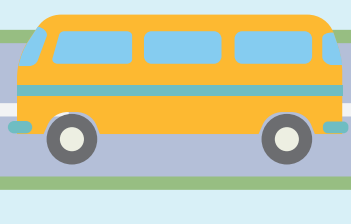
40% of Southern workers say mental health hinders productivity every week compared to 36% in the North



Engagement

27% of employees rate their engagement as low vs 3% of HR leaders, suggesting the problem is difficult to spot

27% of employees feel less engaged than they did last year



the solution

A recent increase in HR Analyst roles reflects the need for data-driven wellbeing plans which influence boardroom decisions.

Modernising HR

03% increase to HR Analyst salaries (Reed Salary Guides)

69% of companies with 10k+ employees have a people analytics team*

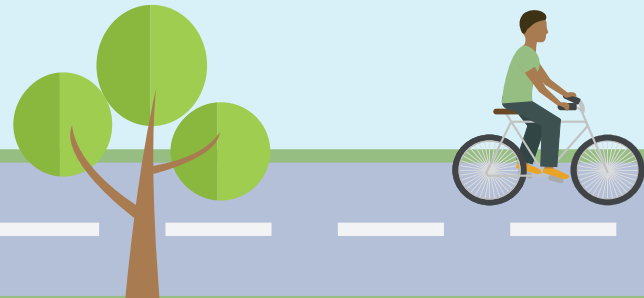
Improving wellbeing

89% of businesses have a wellbeing programme

84% of HR leaders say wellbeing is getting more important to their business

36% expect their wellbeing spend to rise in 2021

28% of employees want long-term changes to the way they work, such as homeworking or improved work-life balance



the result

Businesses that invest in wellbeing report increased productivity and happier employees, which improves workplace culture and boosts the wider economy.

The impact of wellbeing

A 2019 meta-analysis found that wellbeing improves customer loyalty, productivity, profitability and staff retention

43% of organisations with a wellbeing programme describe productivity as 'very good' compared to just 18% without one

In 2020, average wellbeing spend per employee per annum was **£300**

By 2025, average wellbeing spend is projected to reach **£345**

By 2025, if businesses maximised their wellbeing spend, the increased productivity could boost the English economy by

£61^{bn}

