

# Why your wellbeing strategy should matter to the whole business

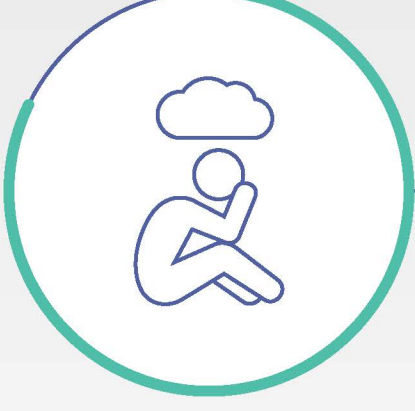


Your people have faced a variety of new challenges in the wake of the pandemic – from adapting to remote working, to contending with increased levels of stress and anxiety.<sup>1</sup> As a HR professional, you've likely spearheaded a variety of solutions to ensure your people have the support they need to thrive.

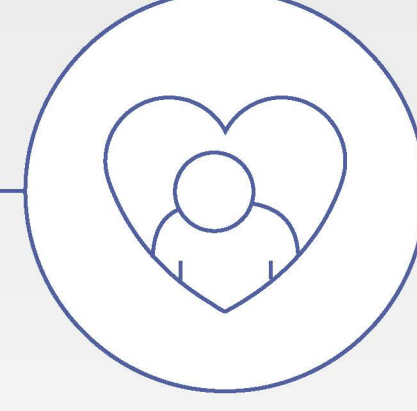
But, getting senior business leaders on board with your plans can prove difficult. Why? Because they often fail to realise the true implications these new challenges can have on employee engagement, productivity and ultimately, the business' bottom line.

With this in mind, here's 10 key statistics you can use to convince business leaders to wholeheartedly embrace your wellbeing strategy...

## Mental wellbeing



**80% of Irish people** experienced feelings of nervousness or anxiousness in 2020, while 73% expressed feeling down or depressed.<sup>1</sup>

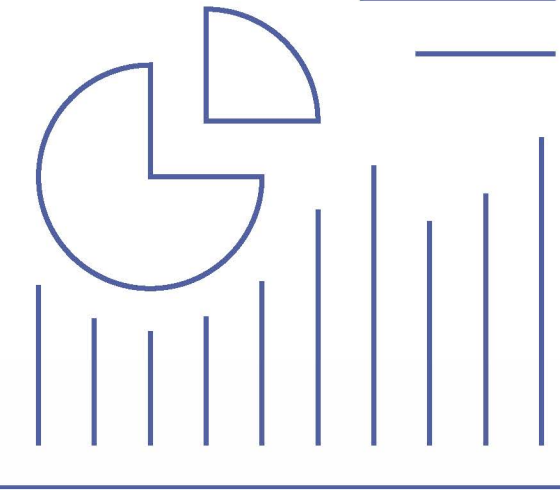


**The top 3 causes** of long-term absences from work in 2020 were Mental Health (22%), Cancer (17%) and Musculoskeletal (16%).<sup>2</sup>

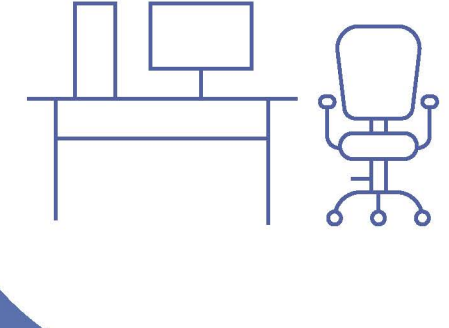


The average annual cost of absence and presenteeism due to ill health is around **8% of a company's wage bill.**<sup>3</sup>

Organisations that do have high levels of employee wellbeing, have outperformed the stock market by around **2%-3% per year over a 25 year period.**<sup>4</sup>



## Health & Safety



**Only around 1 in 8 employees (12%)** have been given a work-from-home assessment, whilst **just 33% can use an office desk and an adjustable office chair (30%)** whenever they choose.<sup>5</sup>



Every €1 invested in occupational health and safety generates a return of €2.20. So, health and wellness programmes not **only save money, but they also lead to increased profitability.**<sup>6</sup>



Organisations who actively promote health and wellness are seen as **3.5 times more likely** to be creative and innovative.<sup>7</sup>



## Employee engagement

Employees in organisations with an established wellness culture are **more than twice as likely (that's 67% vs 31%)** to be engaged with their business' mission and goals.<sup>8</sup>



Higher performance



Customer satisfaction

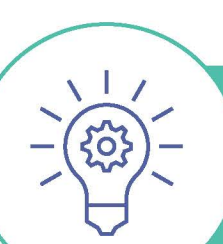


Innovation

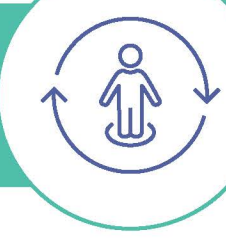


Good employee engagement is linked to the following attributes:

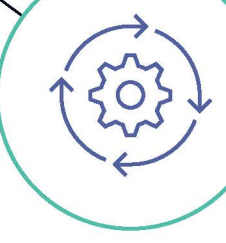
Productivity



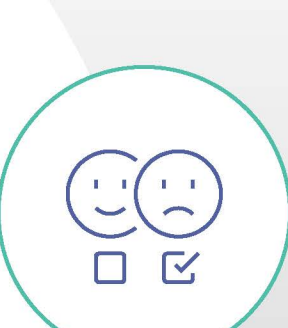
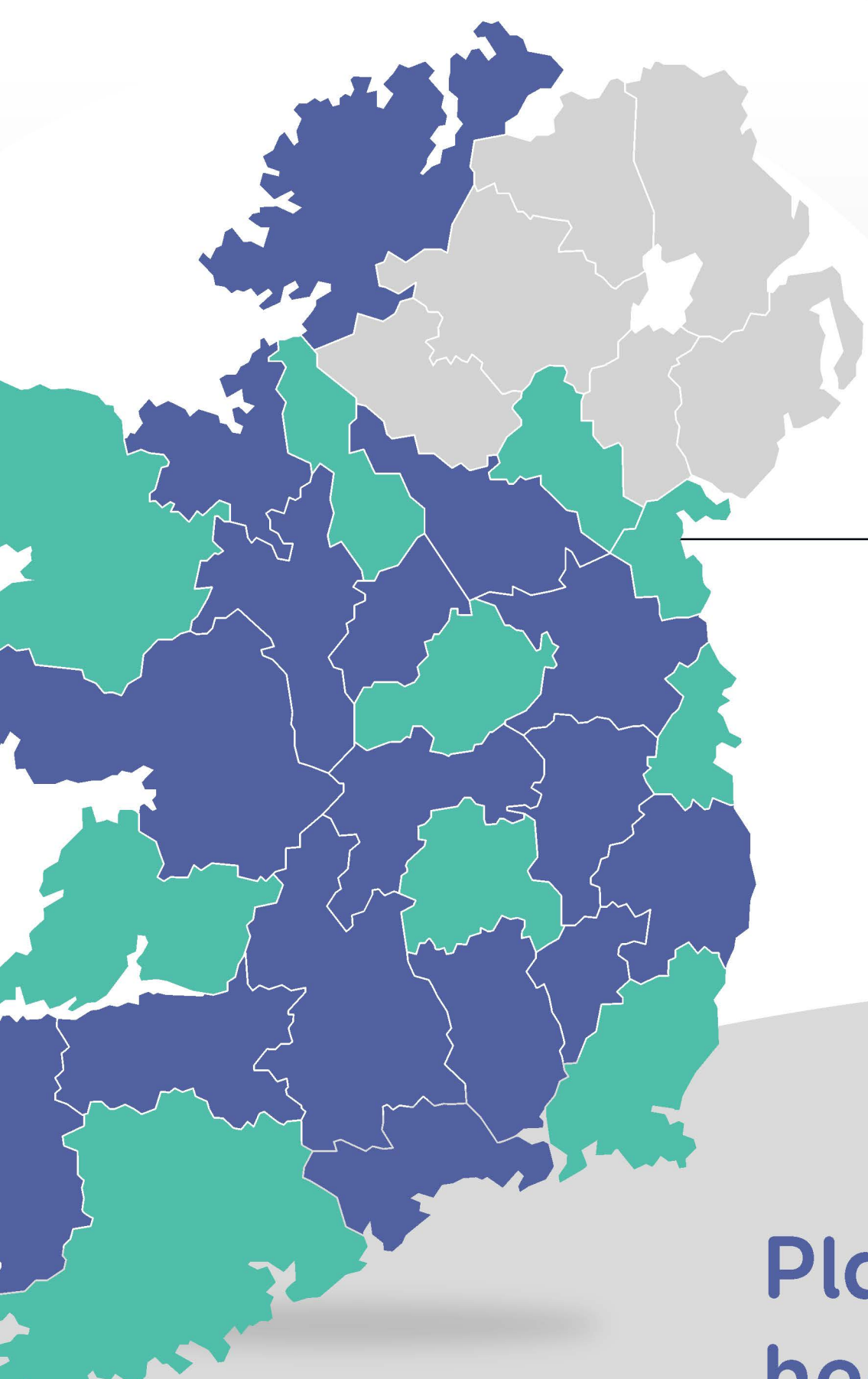
Staff retention



Efficiency

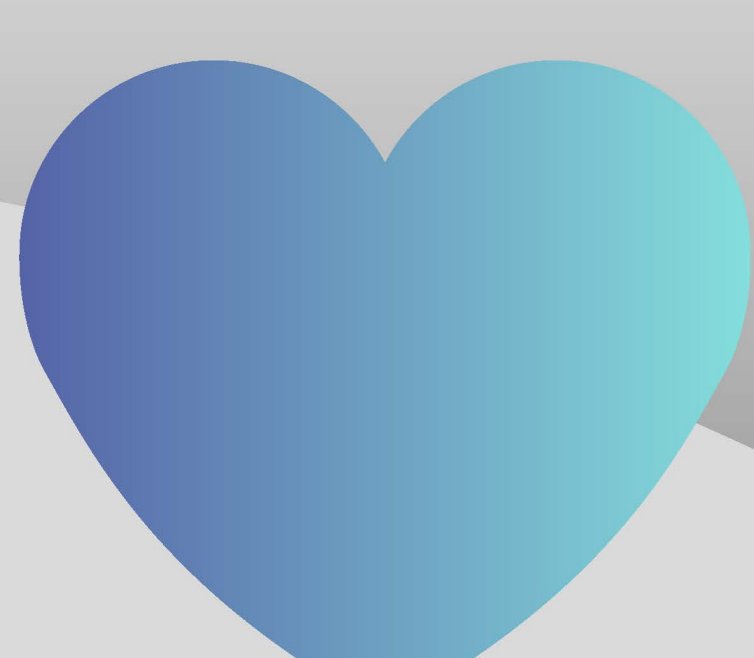


Health & safety performance<sup>9</sup>



**But only a third of Irish workers** described themselves as very engaged and committed to their company for the long term. **18% of workers** described themselves as disengaged, with **8% going as far as to say** they are completely disengaged and already looking elsewhere.<sup>10</sup>

## Place wellbeing at the heart of your business



It's clear that your wellbeing strategy is not just a challenge for HR to solve, but should be placed at the very heart of your business. At Irish Life Health, we will partner with you to deliver impactful health and wellbeing programmes, while also supporting you to demonstrate the return on investment to the wider organisation.

To discuss how we can help you keep on doing what you do best – supporting your people to live healthier and more fulfilling lives, call

01-5625248

or visit

[irishlifehealth.ie](http://irishlifehealth.ie)