

WELLNESS AND WELLBEING

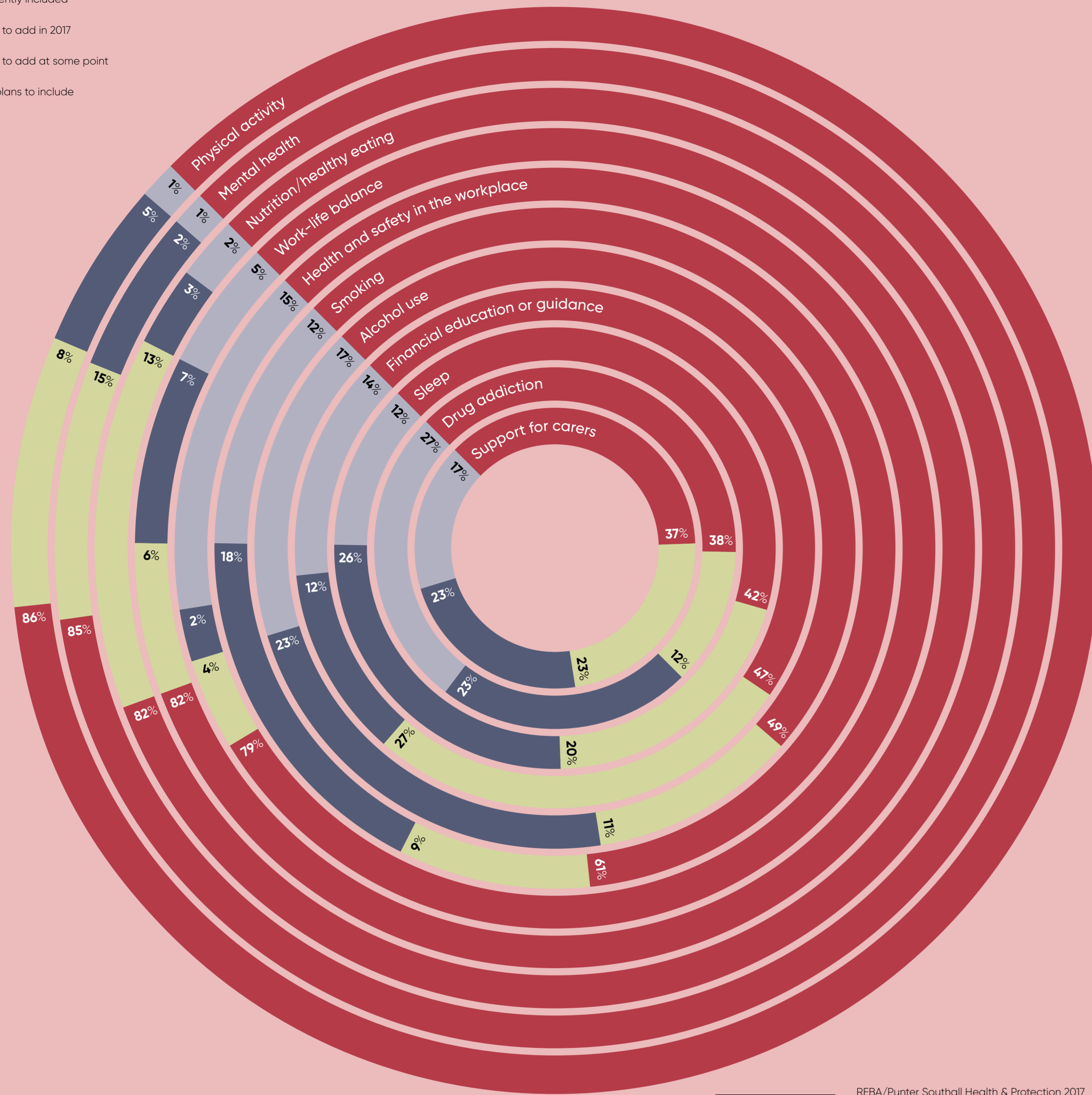
IN THE WORKPLACE

Employee wellbeing is a vital component of a healthy workplace, improving workforce engagement, productivity and happiness. Yet a misunderstanding of what staff want and need can mean initiatives aimed at wellness often miss the mark and are solely seen as a business expense. So what is the current state of wellbeing and what strategies are being used to lift standards of wellness in the workplace?

AREAS ADDRESSED IN WELLBEING STRATEGIES

SURVEY OF UK WELLBEING, HUMAN RESOURCES AND EMPLOYEE BENEFITS SPECIALISTS

- ◆ Currently included
- ◆ Plan to add in 2017
- ◆ Plan to add at some point
- ◆ No plans to include

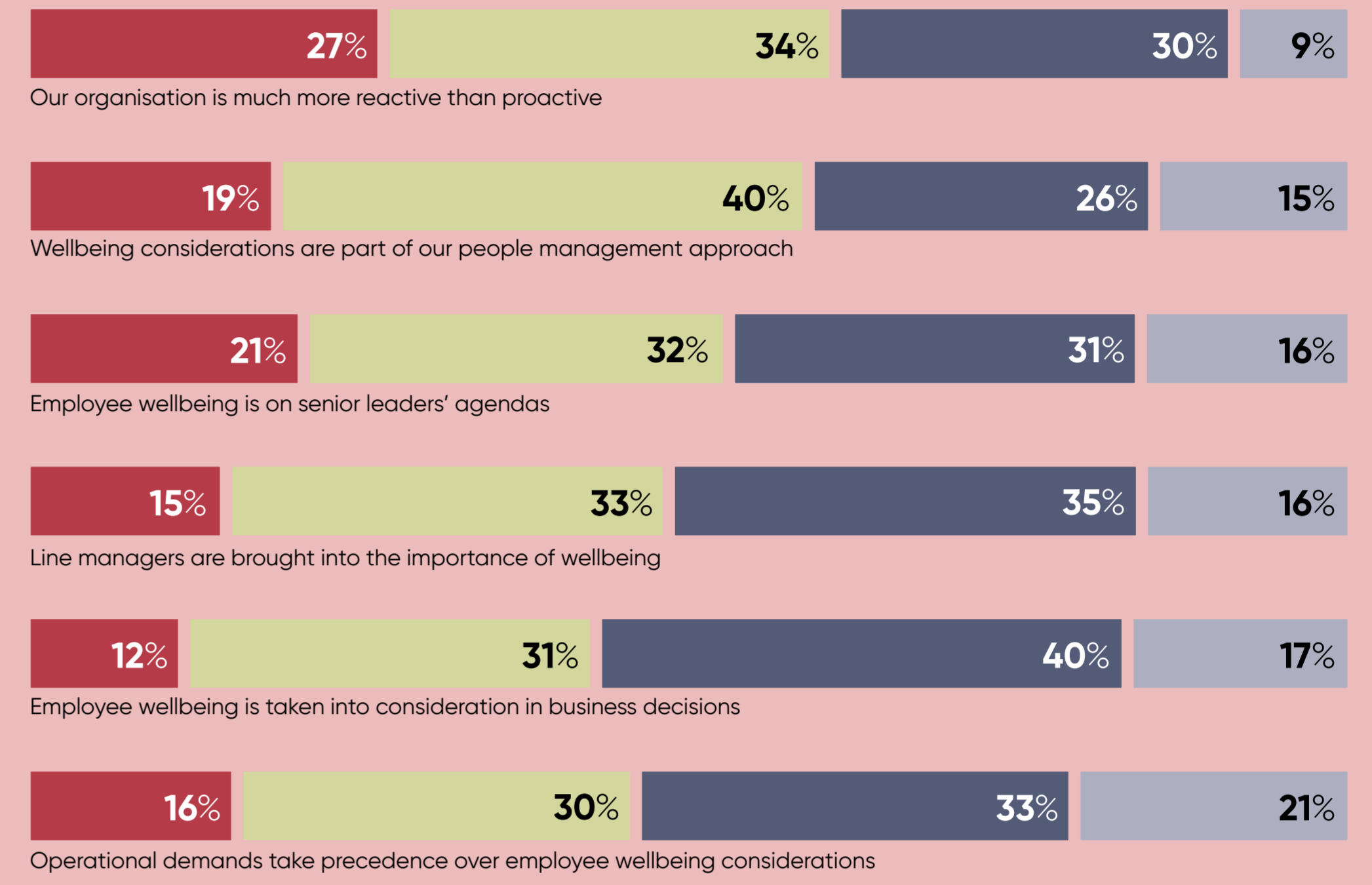


REBA/Punter Southall Health & Protection 2017

EMPLOYERS' APPROACH TO EMPLOYEE WELLBEING

SURVEY OF UK ORGANISATIONS

- ◆ To a great extent
- ◆ To a moderate extent
- ◆ To a little extent
- ◆ Not at all



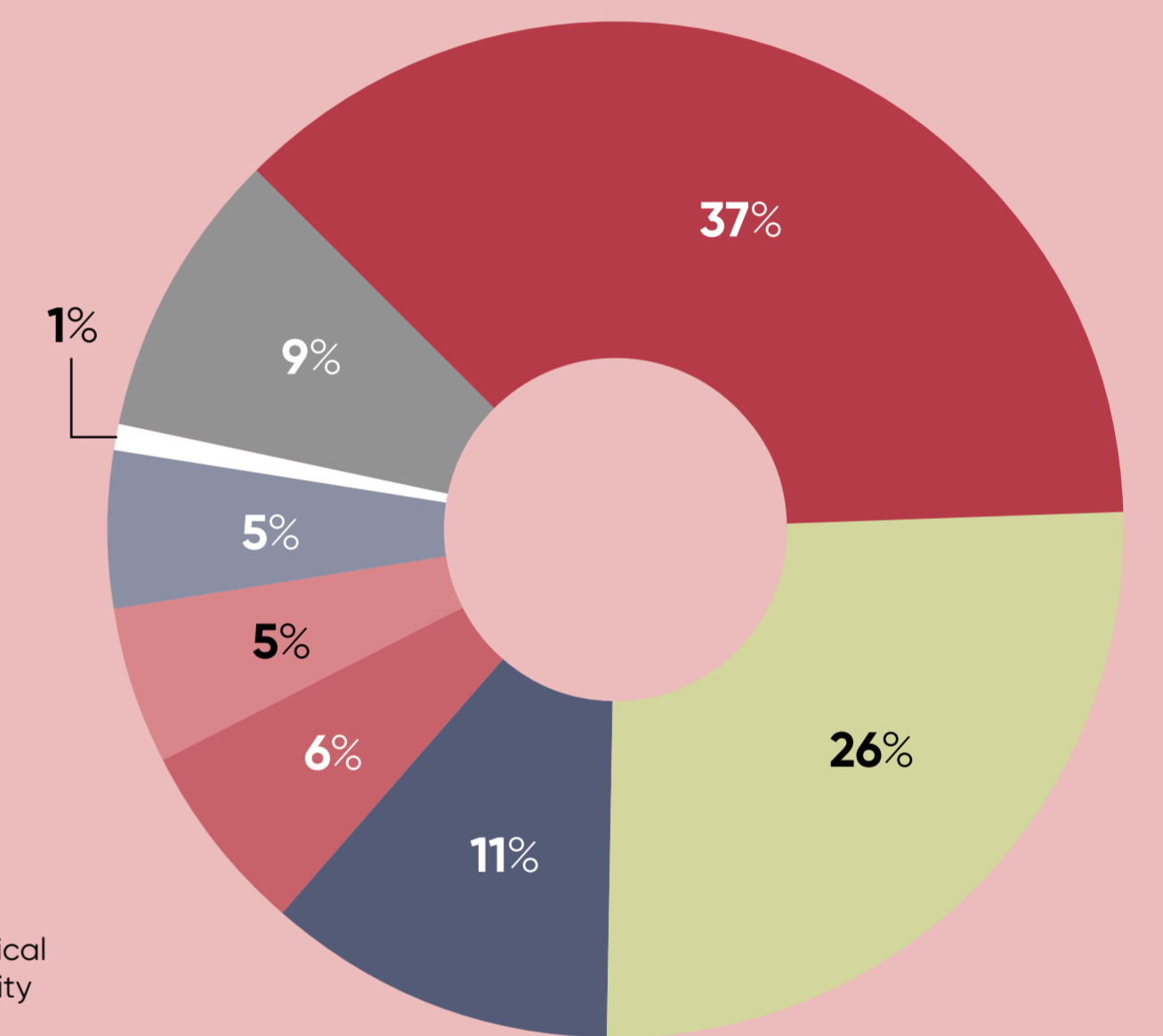
*Percentages may not equal 100 due to rounding

CPD 2016

NUMBER-ONE DRIVERS OF WELLBEING STRATEGIES

SURVEY OF UK WELLBEING, HUMAN RESOURCES AND EMPLOYEE BENEFITS SPECIALISTS

- ◆ To increase employee engagement
- ◆ To improve organisational culture
- ◆ To improve productivity
- ◆ To reduce long-term sickness absence
- ◆ To retain talented employees
- ◆ To reduce short-term sickness absence
- ◆ To improve corporate social responsibility reputation
- ◆ Other



Organisations mainly view wellbeing as a broader business driver rather than as a tactical way to control absence or improve productivity

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WELLBEING INITIATIVES WITH LITTLE INTEREST

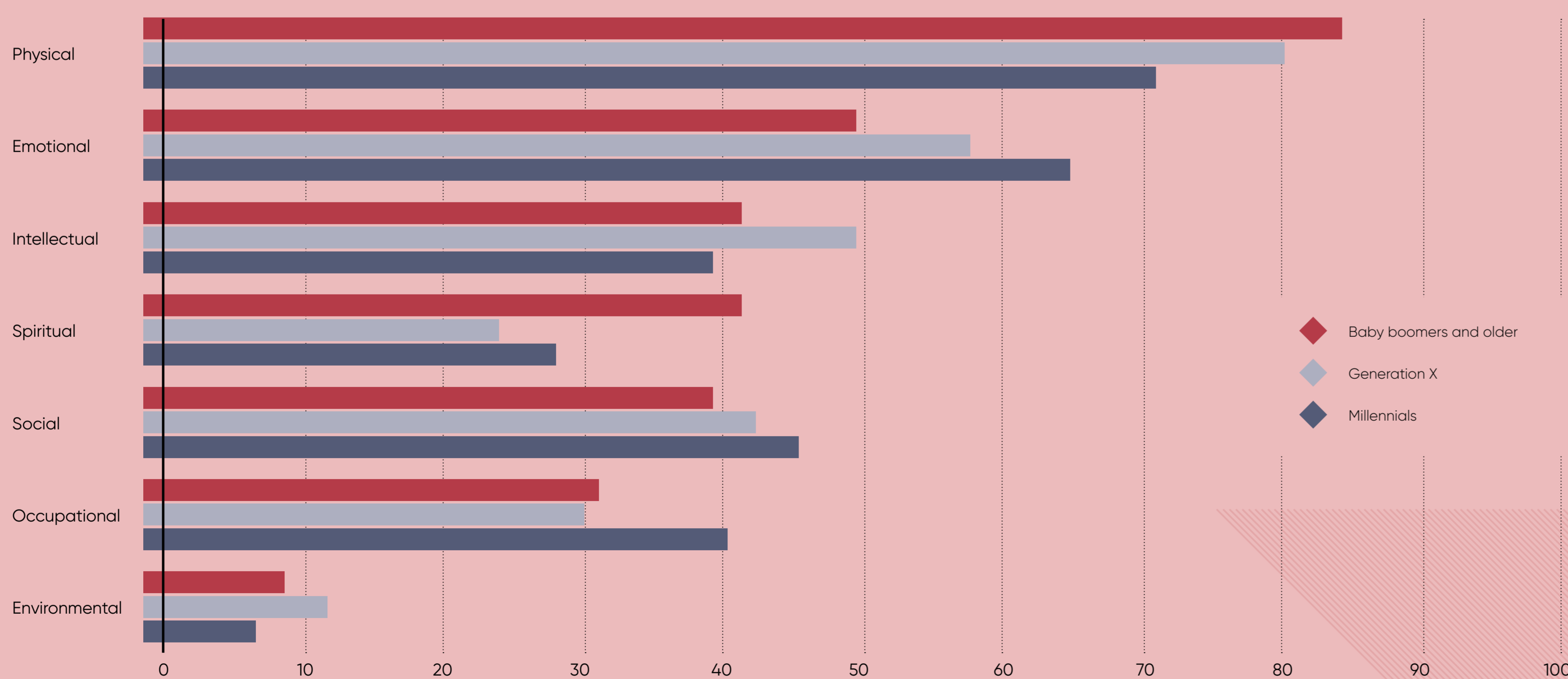
PERCENTAGE OF UK WELLBEING, HUMAN RESOURCES AND EMPLOYEE BENEFITS SPECIALISTS WHO HAVE NO PLANS TO INTRODUCE THE FOLLOWING

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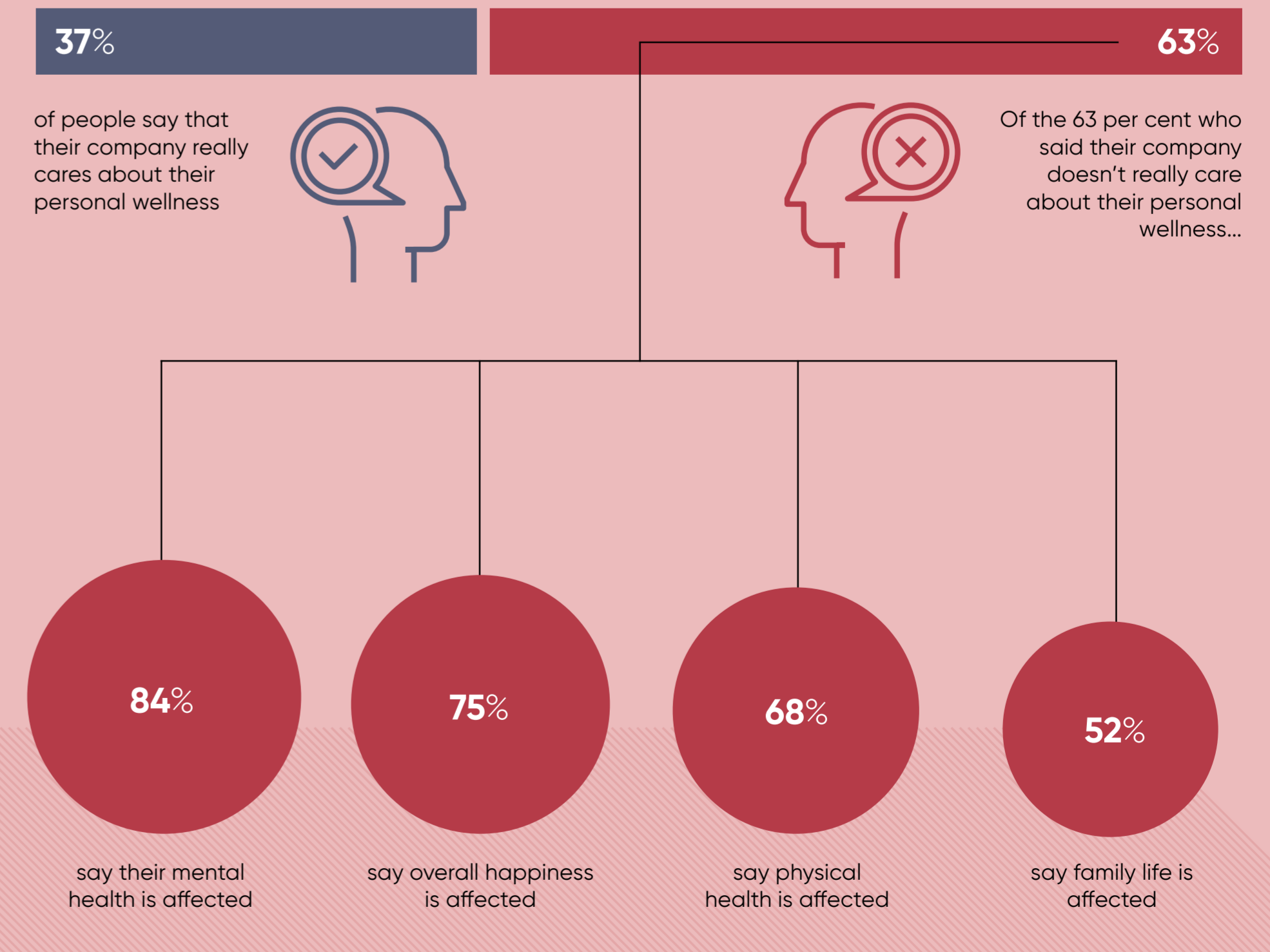
EMPLOYEE WELLNESS PRIORITIES BY GENERATION

WORKPLACE WELLNESS SURVEY OF FULL-TIME WORKERS (%)



Everyday Health 2016

IMPACT ON EMPLOYEES OF NON-CARING COMPANIES



Everyday Health 2016