The Business Case



Only a minority of organisations train line managers to support mental health (29%)



8.0 million
People aged

16-64

In 2023, more than 8 million people reported a long-term health condition that limits the type or amount of work they can do 63% of employees want their employer to do more to support their health according to Britains Healthiest Workplace 2024



Investing in employee wellbeing is associated with opportunities for individuals and:

90%

54%

More Business Opportunities Improvement in Health and Wellbeing

39%

39%

38%

Higher Employee Engagement Reduction in Sickness Absence

Improvement in Employee Performance

Reference (CIPD 2025)

36%

Working from home can lower absence and boost productivity.

Over a third of organisations with employees working from home say that sickness absence rates have decreased as a consequence

Mental III Health

is the top cause of Long-Term Absence

In top three causes of short-term absence (up to four weeks)

In top three causes of long-term absence (four weeks or longer)

Most common causes of absence (% 0f respondents who include in their top three causes)

Minor illness (eg: colds/flu; stomach upsets; headaches) 78%

41%

Mental ill health (eg: depression or anxiety

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31%

Musculoskeletal injuries (eg: neck strains or repetitive strain injury, including back pain

Caring responsibilities for children





Other long-term health conditions (eg: neurological or respiratory conditions; cancer)

Stress



28%

Stress

Musculoskeletal injuries (eg: neck strains or repetitive strain injury, including back pain 25%

24%

Acute medical conditions (eg: stroke; heart attack)

Base: n=1.101 (all respondents) Reference (CIPD 2025)

BHAWA

is the largest workplace health and welbeing programme in England

For every £1 invested in workplace stress prevention there was a ROI of £4.70 (Deloitte 2024 study)

470%

RETURN ON INVESTMENT

7499 Working days lost

due to work related sickness or injury in the UK in 2024 (HSE)

Sources are available on our website:

Better Health at Work Award

www.betterhealthatworkaward.org.uk