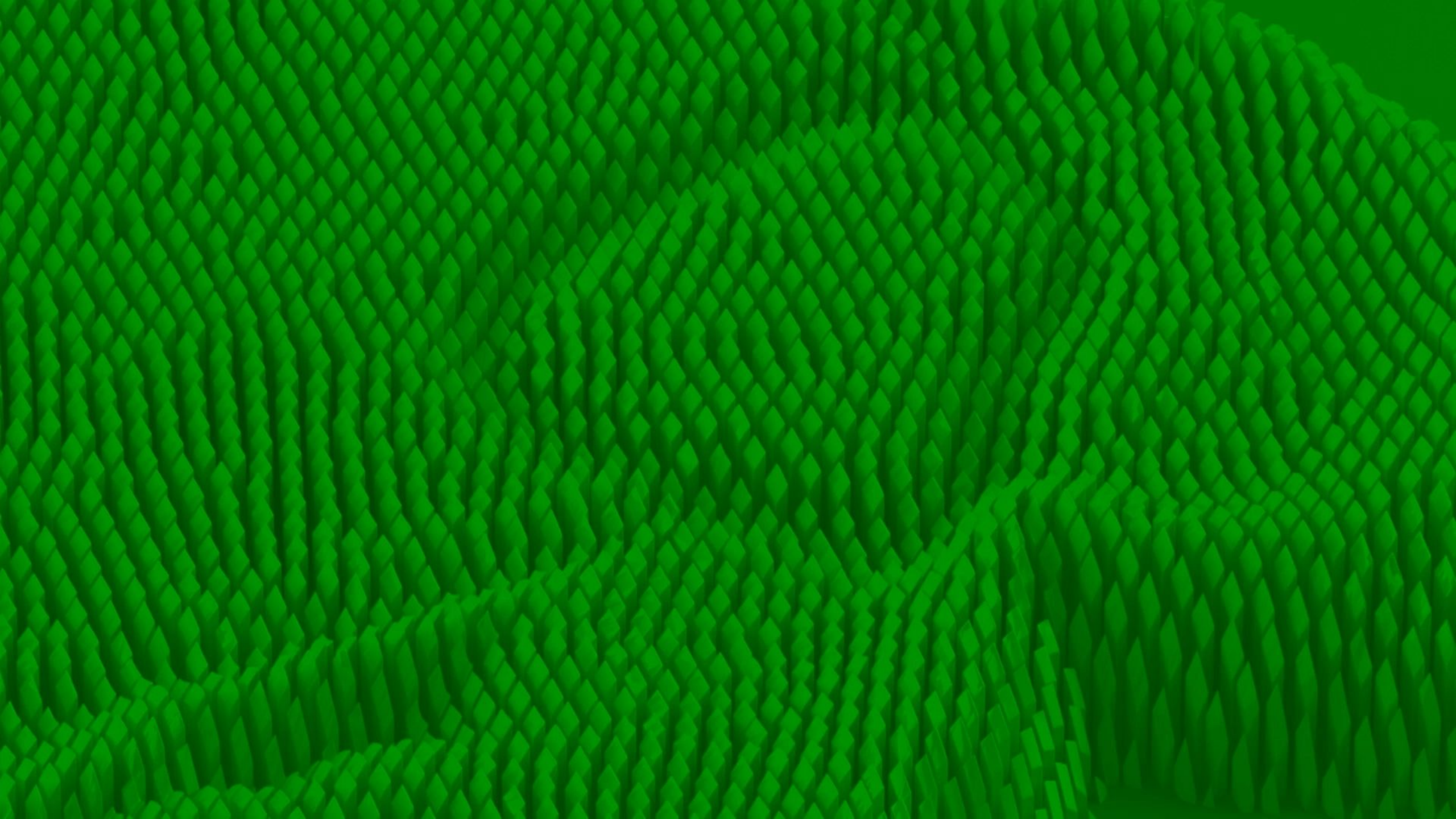


Exploring changing attitudes towards Health and the Role of the Employer in Workplace Wellbeing





Marc Holl

Head of
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Clinician with a post-graduate qualifications in musculoskeletal and mental health.

He has worked in clinical practice for 19 years across a mix of clinical, operational and leadership roles in both the NHS and independent healthcare.

Quality assurance, development and professional leadership across all our clinical services including emotional wellbeing, physiology, health assessments, physiotherapy and private GP.

Special interest in healthy work, digital health and connected health.



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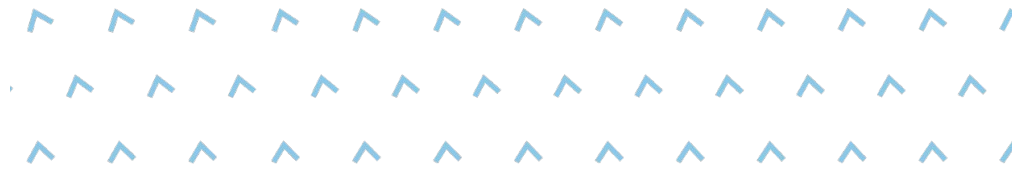
Uncovering the latest research findings on workplace wellbeing, employee health and attitudes towards corporate healthcare



Putting strategy into action - discover what matters most to employees in 2023 and what this means for employers

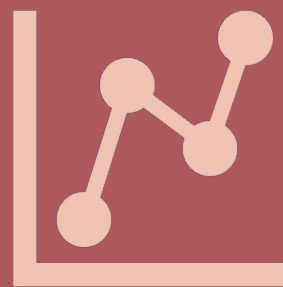


Insights and predictions for the future of employee health and wellbeing to ensure your strategy reflects the latest developments

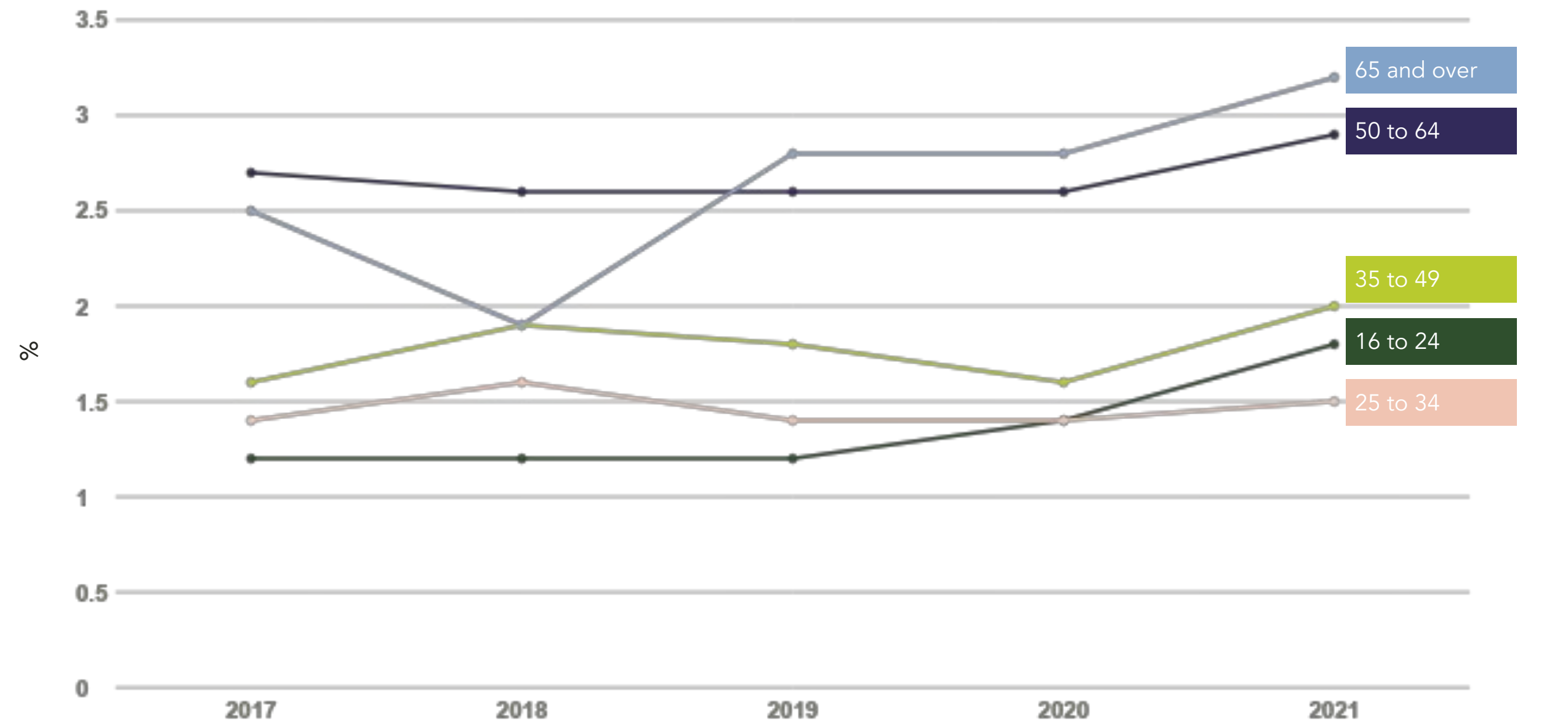




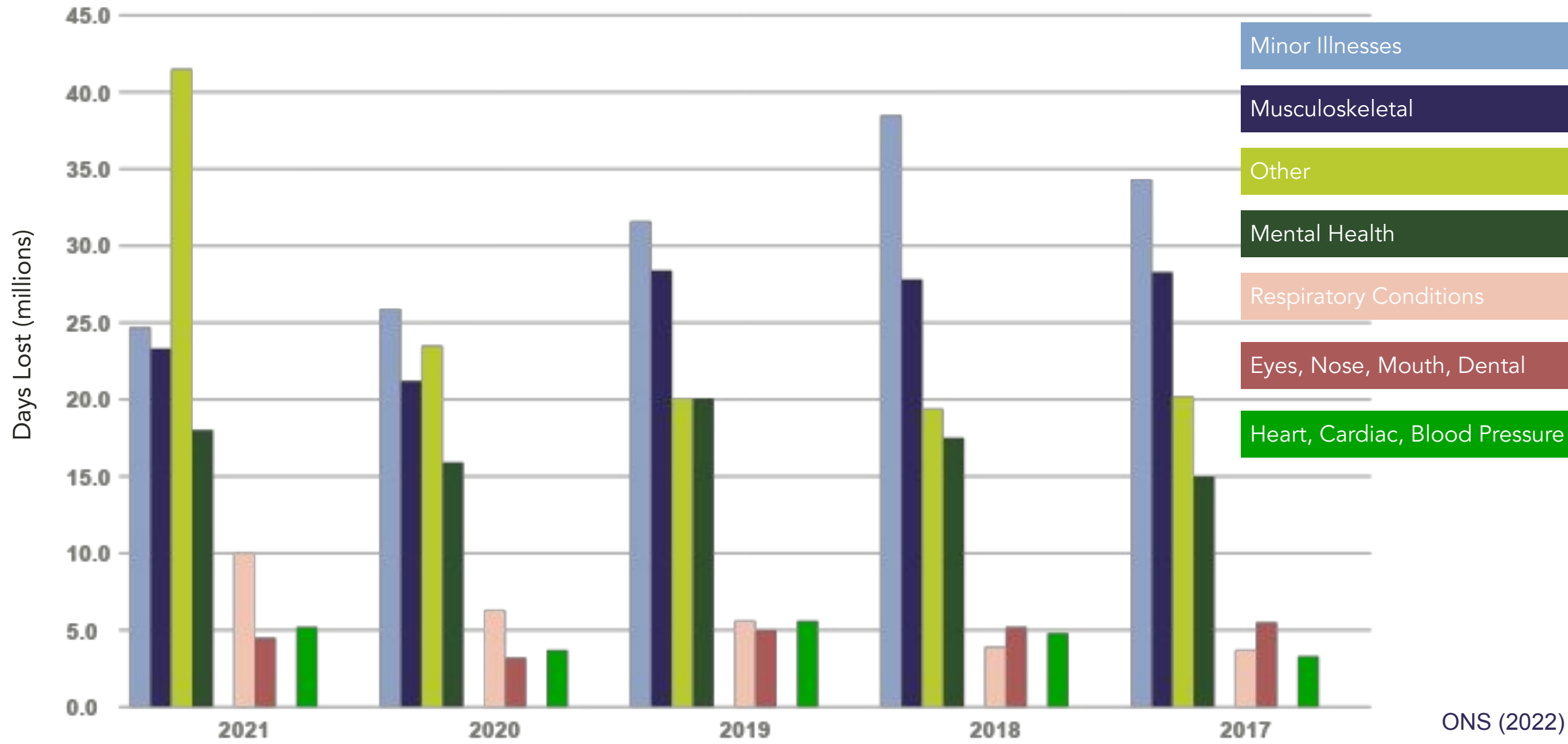
Let take a look at
the data...



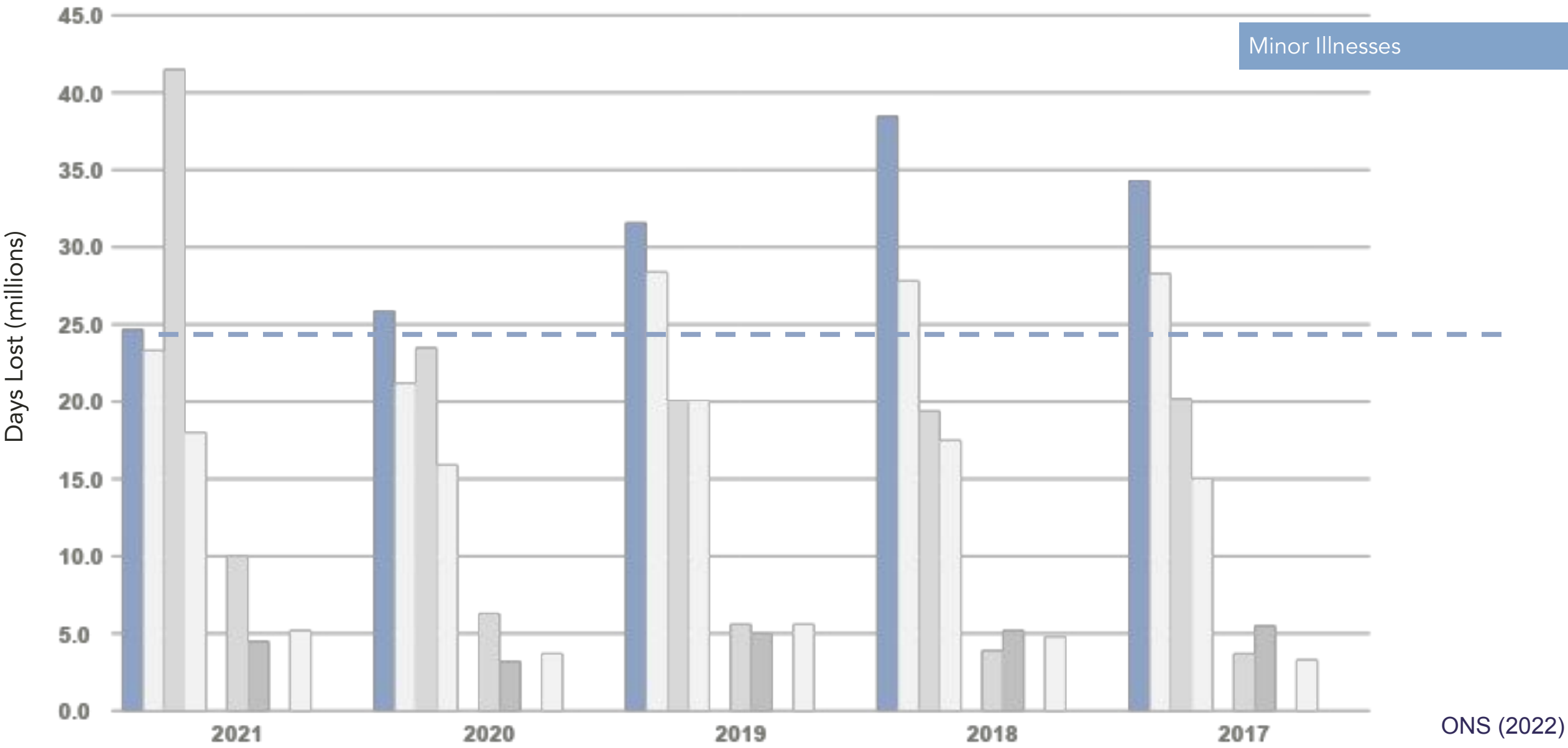
% Sickness absence - Ages



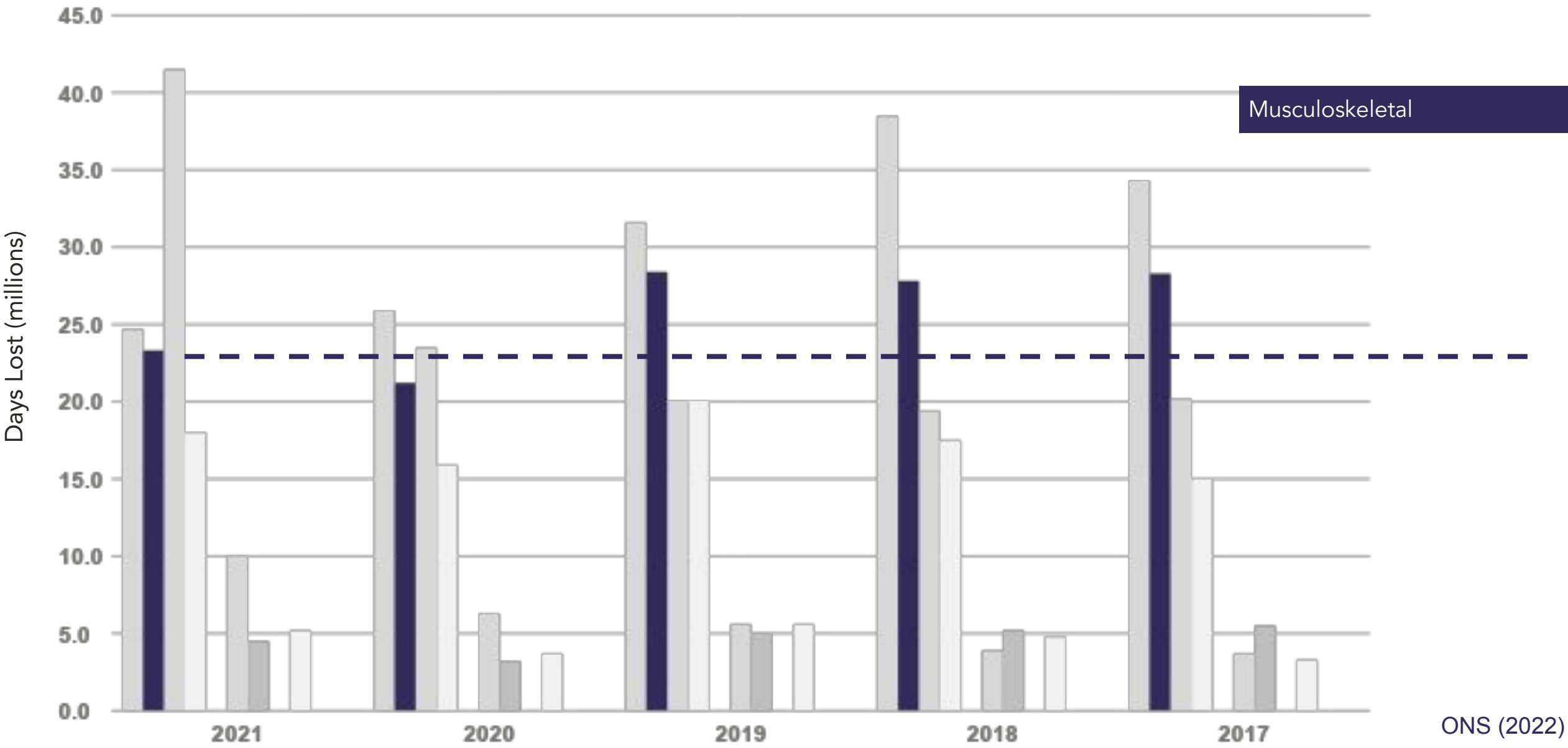
Sickness absence - Reasons



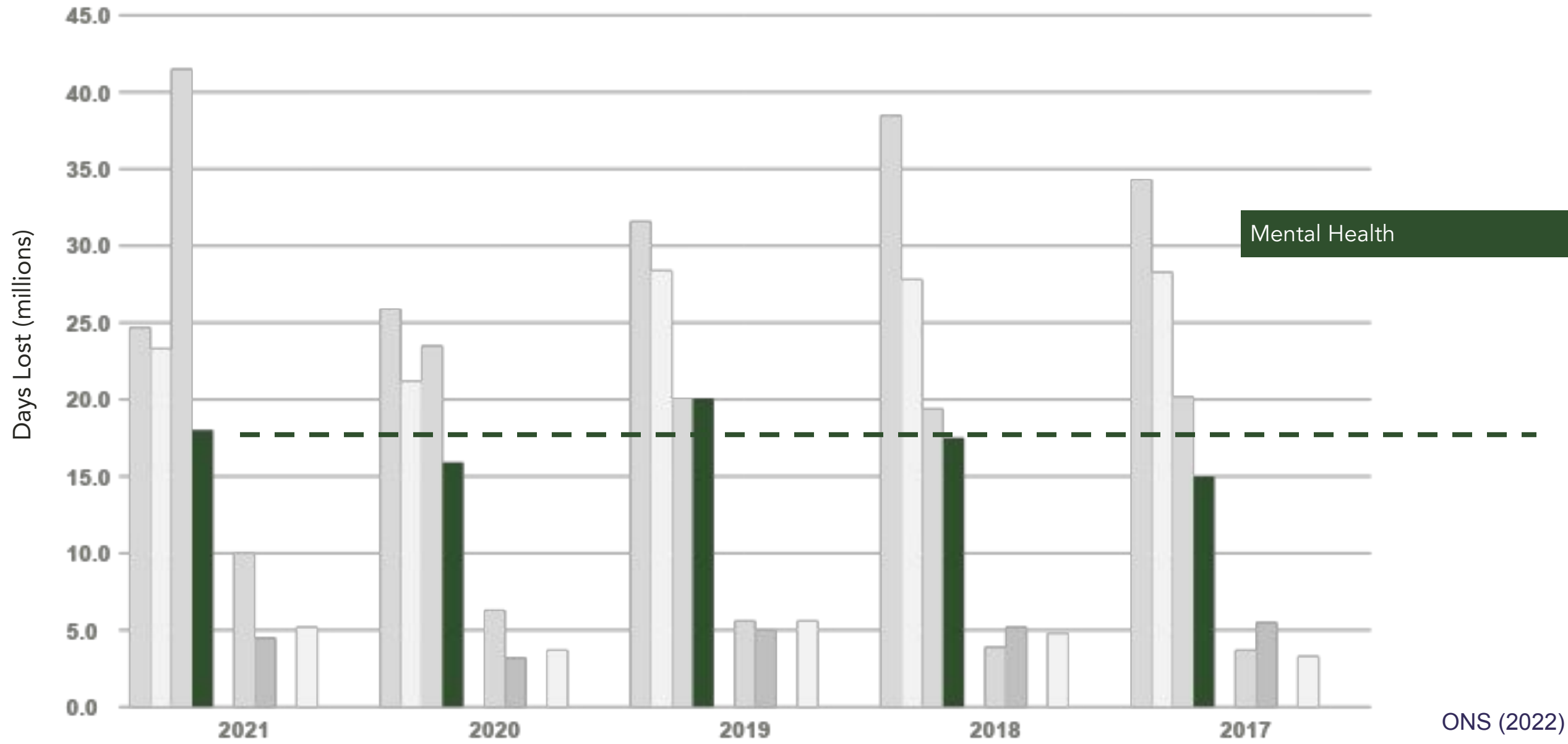
Sickness absence - Reasons



Sickness absence - Reasons

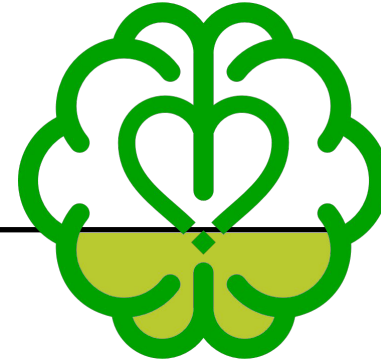


Sickness absence - Reasons



In the past
year ...

34%



said their mental
or emotional
health had got
worse

Those aged 35-44 feel most impacted, with
40% reporting a decline in mental health.

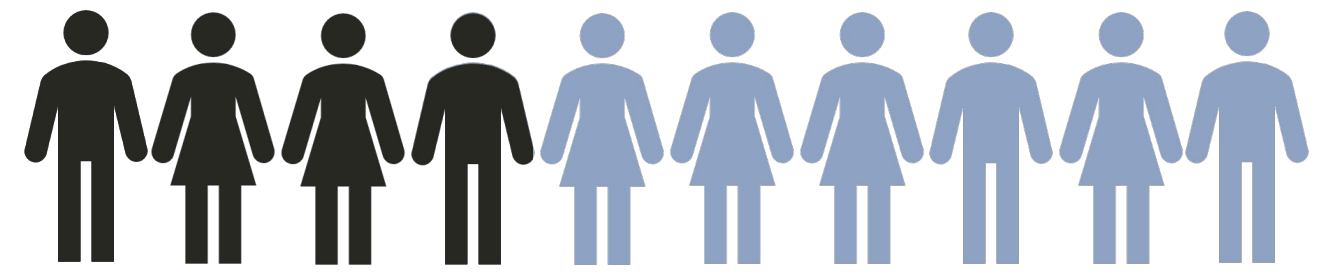
35%

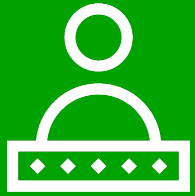


said their
physical health
had got worse

40%

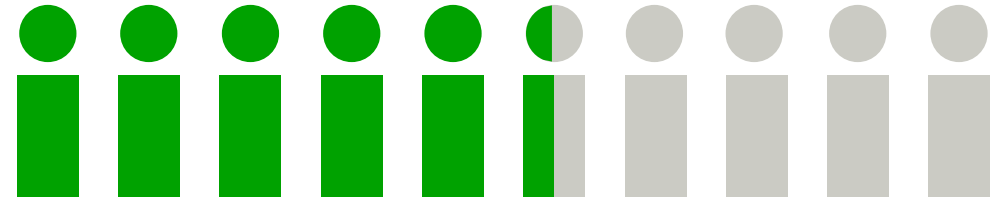
say they are experiencing above levels of anxiety





Percentages of workers that have gone to work despite mental health being poor

53%



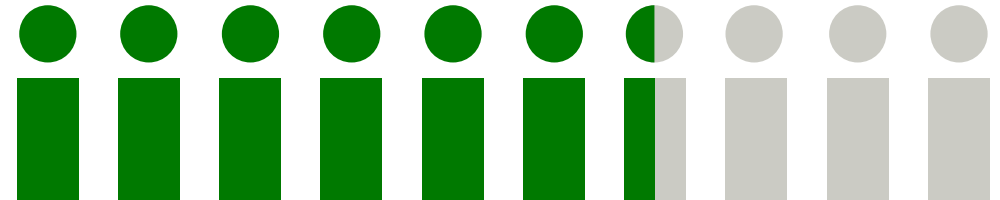
2021

60%



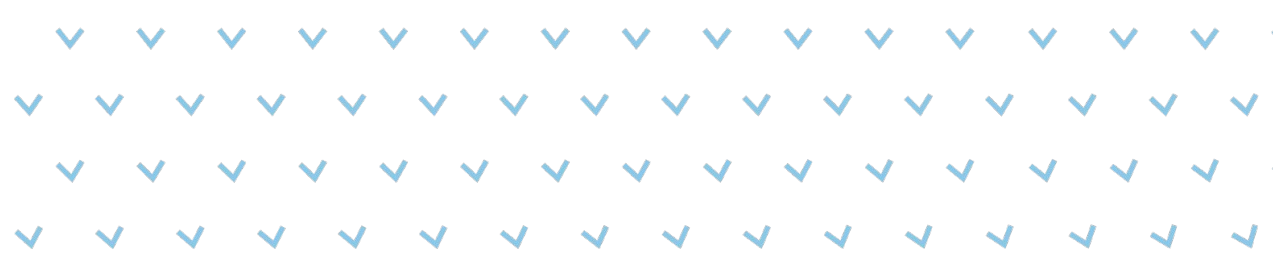
2022

63%



2023





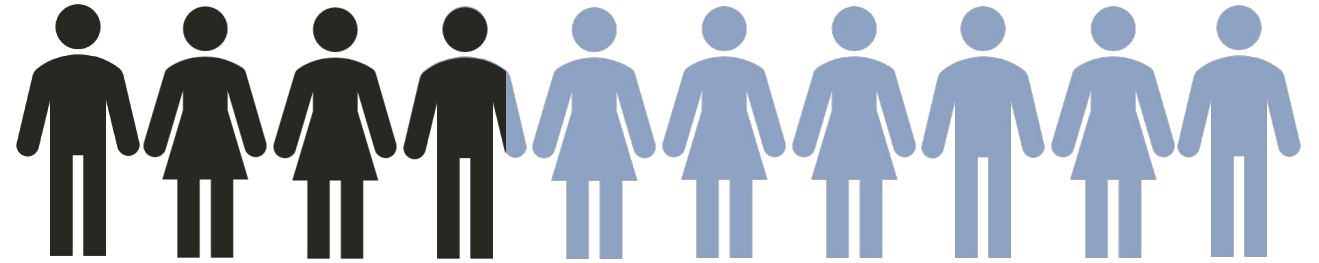
65%

say they are less productive at work if they are in a poor mental health state



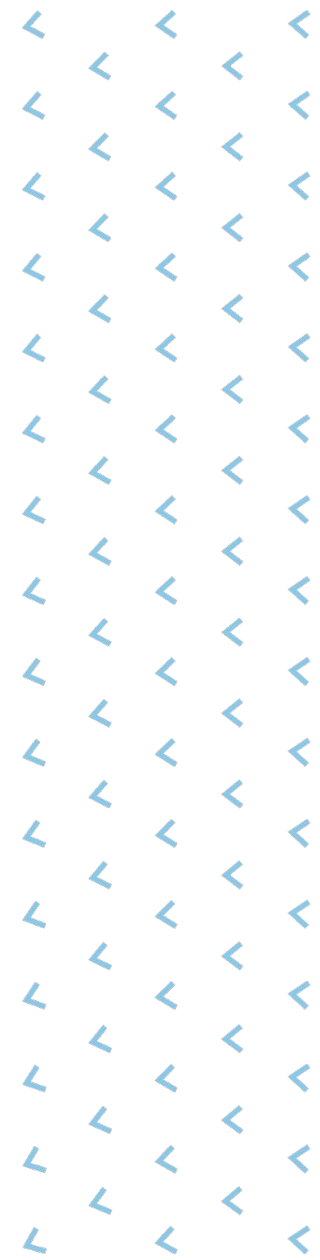
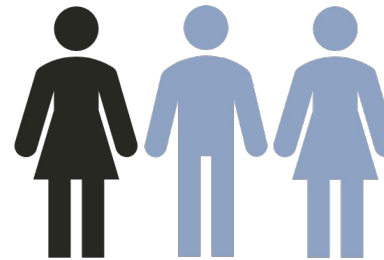
39%

say they called in sick due to mental health but gave another reason



1 in 3

say they are offered no physical or emotional wellbeing services by their employer





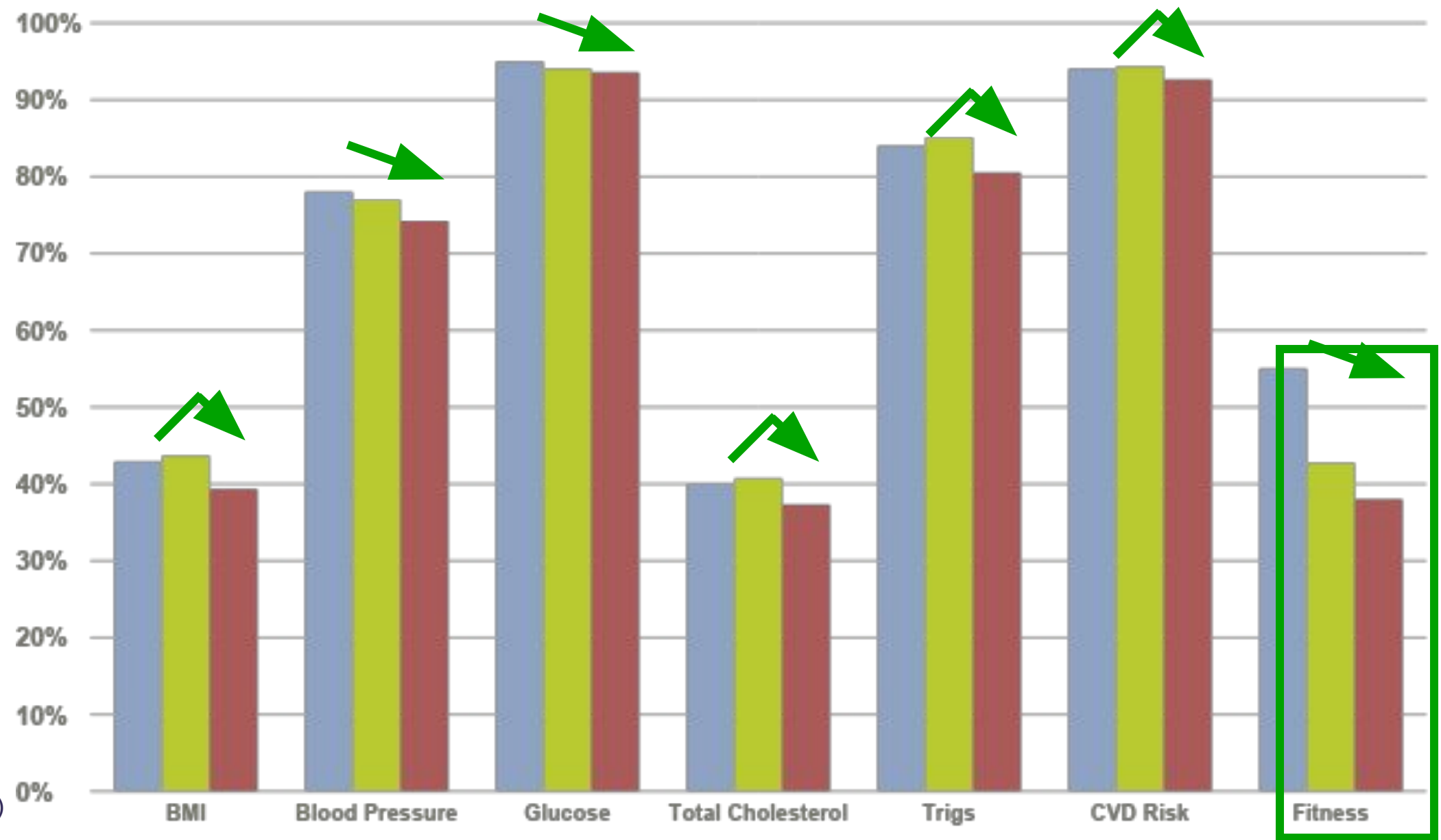
‘Psychological safety’ embedded in the culture of an organisation will impact the way you’re your workforce.



% of patients with "Green" or "normal" parameters



Nuffield Health (2023)



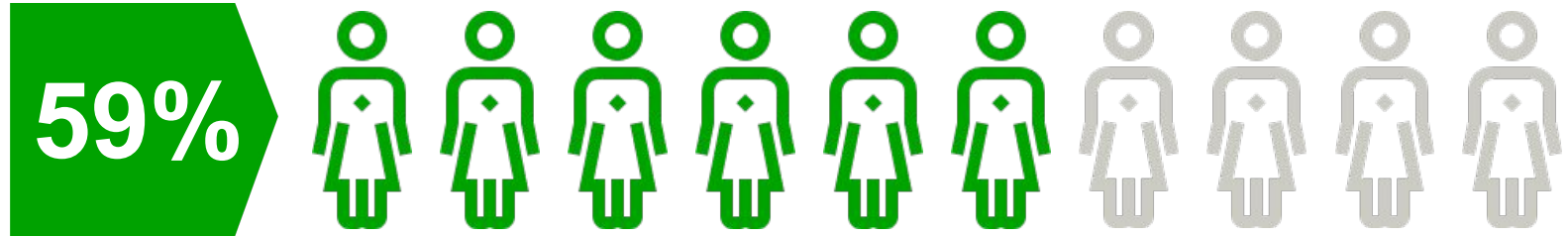
76%

of people are still
not reaching the NHS
recommended 150
minutes a week
for exercise

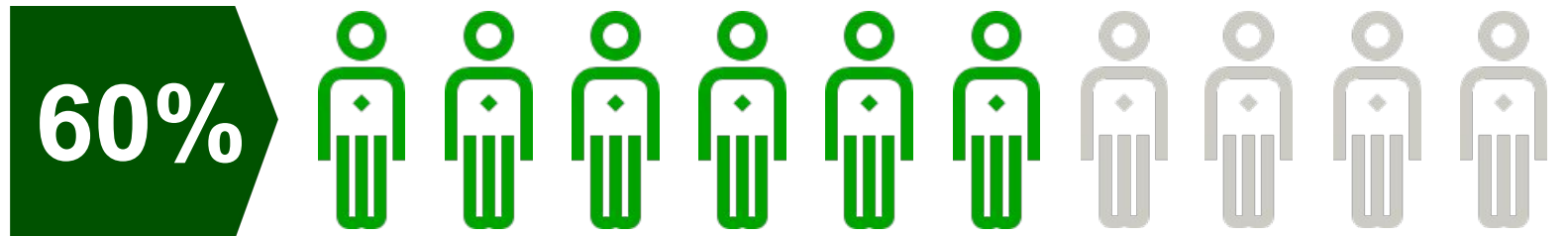


Poll of 8000 UK adults finds the cost-of-living crisis has affected...

of people's mental health

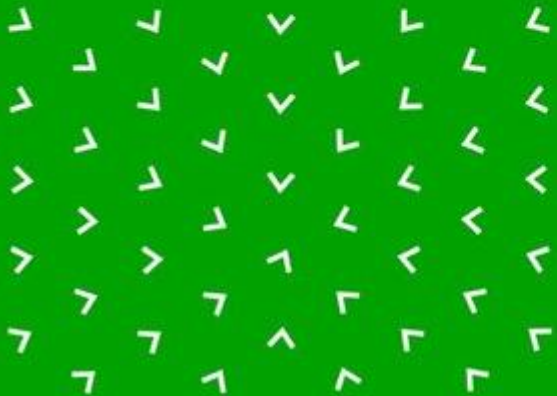


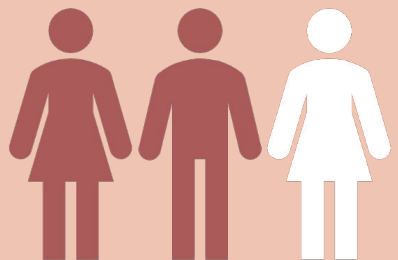
of people's physical health





‘Financial wellbeing’ should be added to the wider employee wellbeing offering at all levels of the organisation.





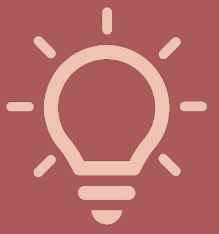
2 in 5 (40%) said their sleep worsened in the last year



49% report that their lack of sleep was having a negative impact on their mental health



We're getting 5.91 hours of sleep (20-mins less than last year) and 15% lower than the NHS recommendation of 7-hours



Employees must look more holistically at their wellbeing strategy.





Next steps and take away points

- 1 Know your people and listen! Evaluate and analyse your workforce to ensure you put a meaningful wellbeing interventions in place. Include health & wellbeing questions in any employee feedback surveys, line manager check-ins and huddles etc
- 2 Mental Health is still a real issue. Employers should place emphasis mental health prevention services and treatment services for both personal and work related stress. And consider your psychological safety culture.
- 3 Wider wellbeing should be included in your health and wellbeing strategy. Think financial wellbeing, social wellbeing etc
- 4 For all health and wellbeing services available to your employees, consider the methods of marketing and promoting these out to the workforce. Methods may need to change due to hybrid working or demographics.
- 5 #Find5. Join Nuffield Health in campaigning for the Nation to find 5 extra mins per day to focus on our physical or mental health.

Thank you!

Contact me by e-mail
corporate@nuffieldhealth.com

