



Tuesday 28 November 2023, 09.30am - 10.30am



**Farah Khan,**  
Executive Director -  
HCM Benefits &  
Wellness,  
**Goldman Sachs**



**Suzanne Summerfield,**  
Wellbeing  
Consultant and  
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**PIB Employee Benefits**



**Russell Glass,**  
CEO,  
**Headspace**

## Links shared in the webinar chat

### Useful links:

This is the link to PIB Employee Benefits' "Mind the Gap" report which Suzanne references:

<https://makeadifference.media/reports/pib-mind-the-gap-survey/>

Links to references for statistics that Russel quotes:

- a. A third in UK missed work in 2022 due to delays accessing NHS care:  
<https://www.theguardian.com/society/2023/nov/20/a-third-in-uk-missed-work-in-2022-due-to-delays-accessing-nhs-care>
- b. Over 1.35 million (53%) of those inactive because of long-term sickness reported that they had depression, bad nerves or anxiety in Quarter 1 2023, with the majority (over 1 million) reporting it as a secondary health condition rather than their main one:  
[https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/economicinactivity/articles/risingillhealthandeconomicinactivitybecauseoflongtermsicknessuk/2019to2023#:~:text=Over%201.35%20million%20\(53%25\),rather%20than%20their%20main%20one](https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/economicinactivity/articles/risingillhealthandeconomicinactivitybecauseoflongtermsicknessuk/2019to2023#:~:text=Over%201.35%20million%20(53%25),rather%20than%20their%20main%20one)
- c. The link between wellbeing and productivity is clear. Happy employees re 13% more productive: <https://www.ox.ac.uk/news/2019-10-24-happy-workers-are-13-more-productive>
- d. And presenteeism costs UK employers up to £28bn per year:  
<https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-report-2022.pdf>

This is the link to the 3<sup>rd</sup> Make A Difference Leaders' Club report which honed in on the fact that data is king when it comes to deciding where to focus investment for an inclusive approach to employee wellbeing:

<https://makeadifference.media/reports/make-a-difference-leaders-club-report-3/>

You can also find links to our other Leaders' Club reports here:

<https://makeadifference.media/resources/reports/>

Point made by one attendee: Work related stress is one of the main drivers of sickness absence in the UK, with trends continuing to worsen since Covid. See the Health & Safety Executive's statistics: <https://www.hse.gov.uk/statistics/assets/docs/hssh2223.pdf>

### **Thank yous**

Thank you Claire and to the panellists - very interesting and thought-provoking conversation!

Amazing session, informative and inspiring

Thanks for the session today, incredibly useful.

Thanks all, good to see the progress being made, very interested in the future investment case, one for another day!

Thanks folks

Thank you an amazing session this morning

Thank you

Thank you!

Superb session, thank you so much



Thank you guys, fantastic session

Thank you for this great session

Thanks so much, so informative.

Thanks guys, great session!