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# Work Well

Healthier people perform better, cost less and cause fewer organisational risks. Our recent survey of working adults shows that **a third of UK workers currently have a health, wellbeing or mental health issue.**<sup>1</sup>

As well as the cost, productivity and share price enhancements<sup>2</sup> that come with improved wellbeing, there is now increased media attention and pressure from industry boards.

Work Well helps to improve your employees' wellbeing to make your business more productive and profitable.



## Why does Wellbeing matter?



**Regulatory/Trade body pressure** 

Regulators, including the Banking Standards Board, are increasingly concerned about business resilience due to the rise in mental health and other wellbeing conditions.

As regulators become more focused on health and wellbeing, it is likely there will be a request to focus on employee wellbeing as a way of ensuring that employees are not subject to too much stress, and in turn, making mistakes in the workplace.



### **Higher costs**

The cost of mental illness in organisations is rising, with UK employers paying on average £26 billion a year – that's an average of £1,035 per mental illness case<sup>4</sup>.

Poor employee wellbeing is strongly linked to increased employee turnover and recruitment spending as well as directly accountable for increased temp and contract worker spending.



On average 23.5 days of productive time is lost per employee each year<sup>3</sup>.

With employees facing cost cutting and the threat of technological automation, many fill this 'Productivity Gap' through long hours and an 'always connected' approach, increasing their likelihood of burnout and stress-related issues.



Employees are increasingly valuing organisations that support their lifestyle and wellbeing just as much as the financial rewards they will earn.

Reputation and culture remain strong influencers of where the top talent will go. Reputational employee wellbeing is increasingly seen as a measure of how desirable an organisation is to work for.

<sup>1</sup> PwC market research conducted across 2,000 nationally representative UK workers in Feb 2017

<sup>2</sup> The stock performance of Koop Award winners compared with the Standard & Poor's 500 Index – JOEM, Volume 58, Number 1, January 2016 <sup>3</sup> HR Today

<sup>4</sup> Sainsbury's Centre for Mental Health



## What can organisations do to improve wellbeing, productivity and staff costs?

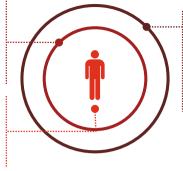
Our approach improves business performance on three levels:

#### Manager

Managers receive training on how to handle difficult conversations and spot wellbeing issues. They have a dashboard to track team issues and join action sessions with peers to agree what actions they can do differently to support identified issues.

#### **Employees**

Employees receive direct intervention that raises self awareness and provides tailored support to change behaviours that have been proven to enhance an individual's overall wellbeing.



#### Organisation

Leaders receive a dashboard showing progress against KPIs and thematic level findings across the teams. They also receive a report outlining key opportunities, including quick wins to boost productivity, reduce attrition and spend more intelligently for the medium to long term.

#### Our solution focuses on delivering tangible improvements to productivity, costs and risks:

<b>1</b> Identify the problem	<b>2</b> Accelerate workforce interventions	<b>3</b> Use data to prevent rather than cure
<ul> <li>Our solution allows you to:</li> <li>Gain visibility of your current people issues.</li> <li>Focus on KPIs and activities that have a material impact on your business and show how wellbeing influences this.</li> <li>Gain qualitative feedback from all levels of the organisation to support findings and qualify issues.</li> </ul>	<ul> <li>We deploy a support tool that delivers a tailored intervention to employees including:</li> <li>Access to wellbeing coaches, counsellors, etc.</li> <li>Insight into employees biggest stressors and weakest wellbeing areas.</li> <li>Bespoke wellbeing programme with e-learning videos and other content on demand.</li> <li>Opportunities to encourage, engage and learn with others.</li> </ul>	<ul> <li>Our solution provides relevant data that informs very specific business decisions including:</li> <li>Advice on where future spending will be most impactful to prevent known wellbeing and wider staff issues.</li> <li>Information outlining what managers can do differently to improve the wellbeing of their teams on a day-to- day basis.</li> <li>Insight and solutions on what has the biggest impact on performance and</li> </ul>

We deployed a 12 week employee wellbeing

a wellbeing dashboard to track their team's

A wellbeing platform was deployed providing

employees with tailored support to improve their

Data was gathered across a range of areas including

pulse questions that give real-time feedback on

We then played back the data and findings with

management, creating targeted solutions for both short and medium term business improvements.

workplace challenges the organisation could

programme in March 2017 to improve business

performance amongst employees, managers and the

We set up wellbeing champions and gave managers

Personal support changing unhealthy habits.

organisation as a whole.

Complete anonymity.

**Our approach:** 

progress.

wellbeing.

resolve.

#### Contacts

productivity.

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#### **Results so far**

**Case study** The problem:

satisfaction.

Our client was the lowest

performing contact centre

resulting in very poor patient

They needed to improve the

High attrition (+40%)

High absence (+7%)

employee experience to improve

customer satisfaction. Indicators

Extremely low engagement

of poor employee experience were:

for a private healthcare provider -

Managers are focusing more on wellbeing and have improved the engagement in their teams.

There is an increased awareness in the business around health and wellbeing and how it impacts productivity.



Sleep and stress have been identified as the biggest detractors to performance. Employees selected individual daily habits that have improved their performance and quality of life.



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