

Practical strategies to support Employee Wellbeing

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24/7 professional support for businesses,
across **Employment Law, HR and Health & Safety**



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Today We Will Cover

- What is meant by Employee wellbeing
- Benefits of supporting the wellbeing of your workforce
- Practical strategies to support employee wellbeing
- Cultivating a positive workplace culture

What do we mean by Employee Wellbeing?

- Employee wellbeing can be split into 5 core elements:
 - **Career wellbeing.** The satisfaction people feel with work responsibilities and how they spend their time at work every day.
 - **Social wellbeing.** Engaging in healthy, meaningful relationships with friends and family.
 - **Financial wellbeing.** Being able to manage personal finances successfully.
 - **Physical wellbeing.** Having health and energy for basic functioning and accomplishing tasks.
 - **Community wellbeing** . Having a connection with others and feeling a sense of belonging in the place you live .

Why is Employee Wellbeing Important?

- 1.7 million workers reported work-related ill health in 2024, with stress, depression, or anxiety contributing to 16.4 million working days lost.
- Burnout remains a top concern, with some reports indicating that 9 in 10 employees experience high or extreme pressure or stress at some point in their career.
- Only 65% of employees feel their company supports their wellbeing adequately.
- Numerous reports and statistics highlight a significant rise in mental health issues, stress, and burnout among UK workers, with a notable impact on both individuals and the economy

Benefits of Supporting Employee Wellbeing



For Employers:

- Increased Productivity and Performance
- Improved Employee Retention
- Enhanced Employer Brand
- Stronger Company Culture
- Reduces costs associated with staff absences

Benefits of Supporting Employee Wellbeing



For Employees:

- Improved moral
- Enhanced sense of belonging
- Better work-life balance
- Reduced absenteeism/presenteeism
- Improved physical/mental health

Case Studies



Johnson & Johnson:

- For every dollar spent on their health & wellness program, the company achieved a return on investment of \$2.71 in reduced medical costs and \$2.73 in reduced absenteeism costs. Also resulted in improved employee health behaviours, reduced health risks, and increased productivity.

Marks & Spencer's:

- Rolled out employee-driven program components, such as fitness challenges and charity events. A global wellbeing program offering localized solutions and a dedicated wellbeing platform for over 13,000 employee users. Resulted in improved staff engagement, increased participation in wellbeing activities, reduced sickness absence, and positive impact on employee turnover.

Employee Assistance Programs



- Work-based program that offers employees confidential support and resources to address personal and work related issues that may impact their wellbeing and job performance
- Services typically include:
 - Counselling
 - Referrals
 - Educational resources
- Employees are 44% more likely to return to work after therapy which subsequently, reduces absenteeism by 45%
- For every £1 invested in an employee assistance programme, organisations can expect to see, on average a 10x return on investment

Promoting Work -Life Balance

- A healthy balance between personal and professional activities
- All employees need sufficient time away from work to:
 - Rest and practice self care
 - Spend personal time with family and friend
- A poor work life balance can have negative impacts on your business:
 - Poor employee wellbeing
 - High staff turnover
 - Low workplace productivity
- Unhealthy work life balance can be caused by:
 - Poor company culture
 - Inflexible work hours
 - Unmanageable workloads & deadlines

Promoting Work -Life Balance



- A good work life balance can include:
 - Setting boundaries between personal and professional life
 - Time management and providing adequate notice for task deadlines
 - Ensuring that you are not creating unmanageable levels of stress by asking too much of your employees
- If your business doesn't promote a better work life integration, consider:
 - Prioritising employee wellbeing
 - Implementing flexible working hours
 - Regularly reviewing workloads

Supporting Physical Wellbeing

- Onsite fitness facilities or gym membership discounts
- Fitness challenges
- Ergonomic workspaces/DSE assessments
- Support healthy eating/Healthy snack options
- Seasonal flu vaccinations
- Health screenings
- Group sessions (yoga, Zumba, meditation etc)
- Ensure working environment is as comfortable as possible (lighting, temperature etc)

Cultivating a Positive Workplace Culture



- Workplace culture is typically identified as a collective of attitudes, ideals and behaviours that define an organisation and it's working environment.
- Recognising employee efforts
- Encourage a healthy worklife balance
- Clear and measured communication
- Don't limit workplace opportunities
- Keep employees engaged

Summary

- Supporting employee wellbeing has clear benefits for both employers and employees
- Focus on fostering a culture of support, openness and trust
- Ensure that employees are aware of the resources and initiatives available to support their wellbeing
- Remember that work life balance can mean different things to different people
- Consider implementing an EAP program to offer further mental health support to employees who wish to discuss privately

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Any questions

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