Building the Business Case for a Healthy Workplace

Organisation ABC

This presentation is designed to give an idea of the messages that can engage key stakeholders to invest resources in employee health and wellbeing. The messages included should vary between organisations dependent on the businesses culture, values and ethics and any work that’s been carried out previously relating to workplace health and wellbeing.
A Healthy Workplace

‘A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of all workers and the sustainability of the workplace’ WHO, 2010

Using quotes such as the above can engage key stakeholders in workplace wellbeing and demonstrate the need for action
Need for action

UK employers are bearing a significant proportion of the wider economic costs of ill-health, chronic disease and incapacity and the situation is likely to get significantly worse over the next two or three decades as the workforce ages and as the burden of chronic disease increases

(Vaughan-Jones and Barham, 2009)

Using quotes such as the above can engage key stakeholders in workplace wellbeing and demonstrate the need for action
A Healthy Workplace

This slide shows how the concept of health has widened from merely an absence of disease to encompass the environment in which we live/work, the access to health services, the interactions we have with others during the working day and the benefit of giving to others.

For more information, see http://www.who.int/occupational_health/5_keys_EN_web.pdf?ua=1
Reasons to invest in employee health and wellbeing

“Our conclusion from the evidence available … is that the correlation between engagement, wellbeing and performance is repeated too often for it to be a coincidence”

(Macleod & Clarke)
A further example of reasons to invest in employee health and wellbeing and the relationship between employee wellbeing and engagement. There are many graphics that can demonstrate similar messages.
Developing a Health and Wellbeing Strategy in the Workplace

This is a best practice model of implementation of a workplace wellbeing programme. Many organisations jump straight to the ‘Implement’ phase without understanding what their organisation needs and without securing commitment from senior management. This often results in a short term gains which is not a profitable use of resources. Therefore working through the stages from ‘Gather evidence of what is needed’ through to ‘Share outcomes with employees’ is the best method of ensuring longer term success.