

Case Studies Showing the Benefits of Implementing a Wellness Programme at Work

British Gas implemented a wellbeing programme with innovative activities including massage and wellness education. These interventions are also backed up by more traditional health, safety and HR support such as an Employee Assistance Programme, support for carers and flexible working options. Due to these activities and various organisational issues, between 2004 and 2006 they achieved some significant results:

- 12% reduction in staff absence
- 25% reduction in staff turnover
- Increase in employee engagement and commitment scores from its annual employee survey
- This has, in turn, led to wins in the Financial Times 'Great places to work', the Sunday Times 'Best companies to work for', a Migraine Trust Award, a BBC Workplace Health Award and a European Call Centre Award and better company branding

<http://www.workingforhealth.gov.uk/Case-Studies/Organisations/Organisation-detail.aspx?CaseStudyID=33>

Bradford and Bingley developed a stress management programme for all staff including massage sessions for all staff at head office. The impact was:

- Staff turnover down from 30.1% in 2005 to 23.3% in 2006
- Staff survey result for recommending Bradford & Bingley as a place to work increased from 45% in 2005 to 72% in 2006
- Bradford & Bingley's stress absence rate is down 80%, which is estimated to have saved £250k in lost wages alone. There has also been about a 1% increase in productivity at no cost

<http://www.workingforhealth.gov.uk/Case-Studies/Organisations/Organisation-detail.aspx?CaseStudyID=6>

Water cooler company **Water** claims implementing its own programme using a combination of health testing of employees and education on health and hydration reduced the average number of days staff took off sick from 6.4 a year to 3, compared to an average of 5.8 in the private sector.

The findings are backed up by a survey earlier this year by PricewaterhouseCoopers, which found that out of 55 companies that had implemented such a scheme, 80% achieved a reduction in sickness absence, 32% saw a fall in staff turnover and 18% experienced a rise in productivity.

<http://www.newbusiness.co.uk/articles/hrpayroll-advice/cut-absence-and-save-money>

For further details see

<http://www.workingforhealth.gov.uk>