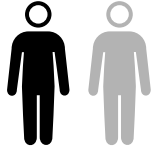


02 Fact sheet

The business case for wellbeing

“Mental wellbeing is one of the most valuable business assets – like any asset it can be developed, maintained or neglected”
(Wellplace.nz)



Mental health problems are common, with nearly one in two New Zealanders likely to meet the criteria for a mental illness at some time in their lives¹.



As with any health condition, mental health problems can affect a person's work and cause substantial costs to organisations².



While any one of us may experience stress, anxiety and depression at some time in our lives, there are things workplaces can do to support their people to build resilience and have positive mental health, so they can cope with setbacks and take advantage of opportunities³.



Workplaces that prioritise mental health have better engagement, reduced absenteeism and higher productivity, while people have improved wellbeing and greater morale⁴.



An Australian analysis found workplaces who take effective action to create mentally healthy workplaces can expect a return on investment of \$2.30 for every dollar spent⁵.



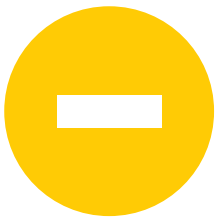
Employees who believe their employer cares about their wellbeing are more engaged at work than others⁶.



Work environments can have a negative impact on mental health. Workplaces have a legal responsibility under the Health and Safety at Work Act 2015 to manage risks to mental health and wellbeing just like they do any other health and safety risk⁷.

- 1 Ministry of Health. (2006). Te Rau Henager: The New Zealand Mental Health Survey.
- 2 BusinessNZ. (2013). The Southern Cross Health Society-Gallagher-Bassett. Wellness in the Workplace: Survey Report 2013.
- 3 Mental Health Foundation of New Zealand (2017). Working Well. A workplace guide to mental health.
- 4 The Executive Connection. The hidden costs of ignoring employee mental health.
- 5 PricewaterhouseCoopers. (2014). Creating a mentally healthy workplace Return on investment analysis.
- 6 Rhoades, L., & Eisenberger, R. (2002). Perceived Organizational Support: A Review of the Literature.
- 7 www.wellplace.nz. (n.d.). Employers' legal responsibilities.

Benefits of wellbeing programmes



Reduction in:

- Sick leave
- Stress
- Staff turn over
- Accidents and injuries
- Temporary recruitment
- Recruitment costs
- Management time
- Workplace conflict
- Overtime payments
- Permanent staff payroll
- Legal costs/claims



Increase in:

- Revenues
- Productivity
- Company profile
- Employee health and welfare
- Job satisfaction
- Staff motivation, morale and sense of belonging
- Cooperative and quality workplace relationships
- Customer service and satisfaction
- Competitive advantage
- Attracting and keeping the best people

SOURCES: Accident Compensation Corporation, Mental Health Foundation Working Well Guide, Health Promotion Agency

