

INVESTMENT

EMPLOYERS CAN MAKE A DIFFERENCE

The costs

- The average number of annual working days per staff member lost to absenteeism or presenteeism — when employees come to work but are not productive — has risen from 23 to 30. That mirrors a rise in unhealthy lifestyles (Ref https://wellbeing.bitc.org.uk/sites/default/files/health_at_work_uk_1.pdf)
- 12.5 million working days lost due to work-related stress, anxiety or depression in 2016/17 (Ref <http://www.hse.gov.uk/statistics/causdis/stress/index.htm>)
- 8.9 million working days lost due to work-related musculoskeletal disorders (Ref <http://www.hse.gov.uk/statistics/causdis/musculoskeletal/index.htm>)

The benefits

Successful businesses get the best from their people: one sure way to achieve this is to invest in staff health and wellbeing. All too often, organisations are missing this major opportunity due to short-term, poorly designed approaches.

The evidence is now clearer than ever that there is a strong and valuable link between employee wellbeing, performance and business success.

- Reduced costs, more productivity and greater efficiency
- Better corporate image, attracting and retaining top talent
- A more engaged, productive and resilient workforce
- Better customer service and improved quality
- Staff gain better wellbeing, greater resilience, more energy and better team working

Our simple mission is to work alongside our clients to achieve the business and personal goals they set themselves.



81% of FTSE 100 have a HWB programme in place

World wide survey found 55% of employees in companies that actively promote employee health & wellbeing feel engaged, as opposed to only 7% in companies not promoting staff health and wellbeing

FTSE 100 companies that report on employee health and wellbeing outperform those that don't by 10%

Are you 'Missing the opportunity'?

Many businesses underestimate the powerful advantages for their organisations and individual staff which a tailored, effective physical activity programme can bring in promoting better physical and mental wellbeing, better team working, greater engagement, higher productivity and reduced costs. Others have launched workforce wellbeing programmes only to see initial benefits fade with little permanent gains to show for their investments.

Our knowledge of the field shows the key problems to be:

- Lack of a clear vision and visible leadership fail to inspire staff
- Health and wellbeing policies are not joined up with organisational priorities
- The approach does not take advantage of best practice or research
- Solutions were not tailored to the organization, leaving many staff disaffected
- Too many organisations opt for short-term, glossy programmes without considering what impact or sustainability they will actually have
- Poor goal setting and evaluation, leaving companies unclear about what contribution has been made to business aims
- Lack of commitment and conviction: managers left thinking the initiative is optional, leaving local champions stranded

Unsurprisingly, these problems are common to any major corporate behavior change programme that fails to deliver its promise.

MSH Partnership is dedicated to improving business and personal performance, providing sustainable solutions for improved lifestyle management for employees and employers which will:

- Improve business performance, effectiveness and productivity
- Increase workforce engagement and numbers of staff identifying with the values and mission of your company
- Make your business a more attractive place to work and deliver enhanced social value to the communities in which you operate

Our hugely experienced team have delivered transformational change for some of the biggest employers in the UK. Their success comes from in depth knowledge and understanding of how to work effectively alongside CEOs and Executive Boards to achieve **better businesses outcomes**.

Our approach will give your businesses a competitive advantage. Our team of associates have a track record of successfully delivering transformational change programmes and can draw on direct experience to create a WIN, WIN, WIN for your business.

[Contact us for a free 30 minute consultation.](#)