Poor Mental Health costs employers between 33 billion and 42 billion
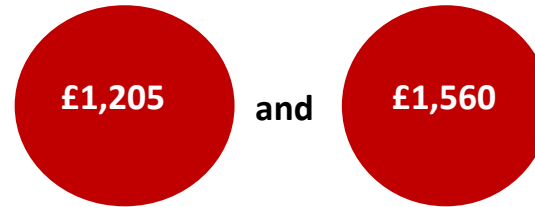
This is made up of:

Absenteeism cost: **£8**bn + Presenteeism cost: **£17**bn to **£26**bn + Staff turnover: **£8**bn = Total cost: **£33**bn to **£42**bn
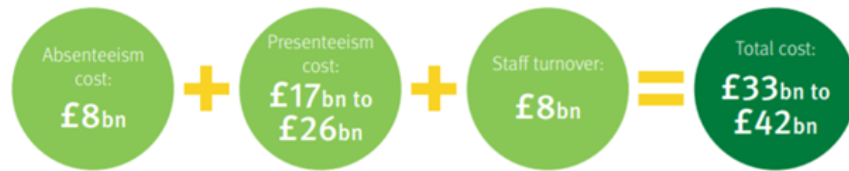
Deloitte* have produced a new analysis that considers the costs to employers of presenteeism, absenteeism and staff turnover due to mental health problems.

Sources:* Thriving at Work Stevenson Farmer review
Deloitte Workplace and Mental Health Review

This amounts to a cost per employee of between **£1,205** and **£1,560** per year.

This cost is for all employees, not just those who are ill.

Private Sector Poor Mental Health costs per employee

Average cost per employee: **£1,119 – £1,481**

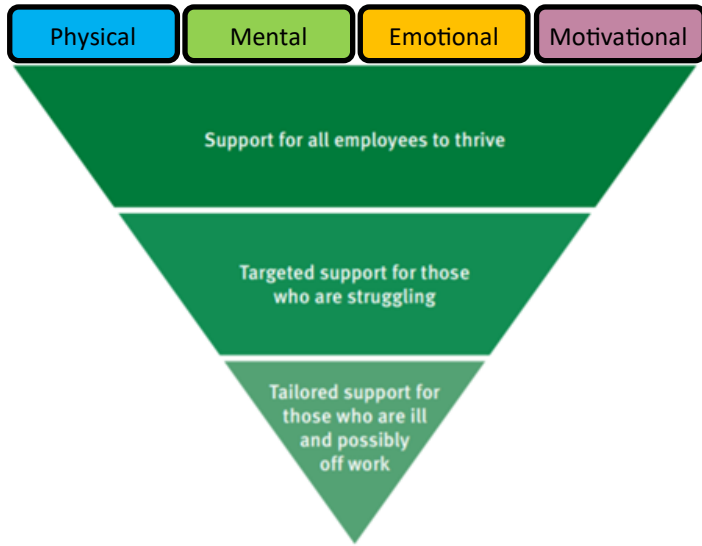| Sector	Low estimate	High estimate
Finance, insurance and real estate	£2,017	£2,564
Professional services	£1,473	£1,998
Transport, distribution and storage	£1,313	£1,439
Other private services	£1,172	£1,531
Information and communication	£841	£1,421
Retail and wholesale	£777	£989
Hotels, catering and leisure	£497	£932

Low estimate
High estimate

The Deloitte report also looked at variation between sectors for the first time and found the cost per employee varies significantly between sectors.

Industries such as finance and insurance have a much higher cost per individual per year (over £2,000 per employee per year) than the retail or leisure sectors (£500 to £1,000 per employee per year).

Employers are recommended to provide support for all employees to thrive, and more tailored for those who may need it*
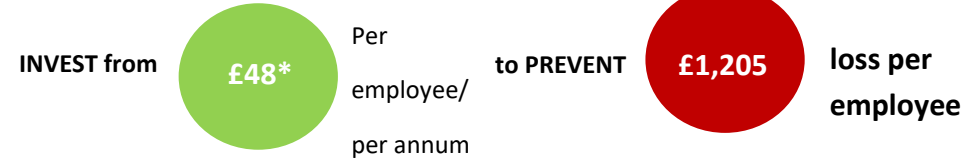
Physical	Mental	Emotional	Motivational

Support for all employees to thrive

Proactive and Preventative measures: Support every employee to be the best they can be at work.

Targeted support for those who are struggling

Reactive and Crisis Management measures: Targeted support for some individuals

Tailored support for those who are ill and possibly off work

INVEST from **£48*** Per employee/ per annum

to PREVENT **£1,205** loss per employee

*Subject to a number of employees

Wellbeing Portal

Use at work

Prevent crisis

Create new habits

Reported Results

FOCUS	37%
JOB SATISFACTION	23%
EFFICIENCY AND PRODUCTIVITY	18%
WORK-LIFE BALANCE	17%
STRESS REDUCED	37%
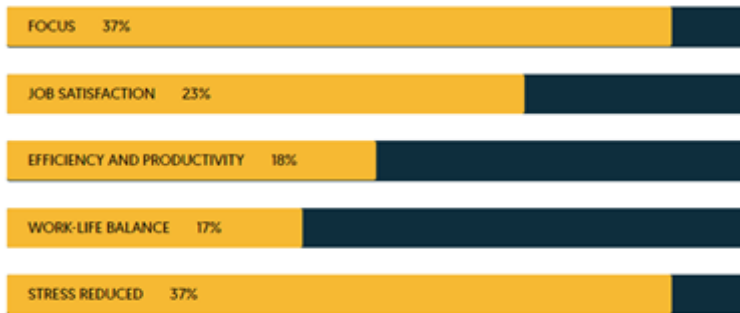
"The wellbeing portal offers a tremendous value to the managers and staff. Not only we have seen the engagement score increased by 12 % but also I have witnessed a significant positive impact on our bottom line"

"My staff finds the portal extremely useful. Regular campaigns help with building engagement. Thank you for offering so much value"

Team Wellbeing Tools
Use in Team Meetings

Face-to-face events
Organise your wellness days

Company specific content
Tackle your challenges

Manager Wellbeing Tools
Educate Managers

1-2-1 Expert Consultations
Meet an expert of your choice

Wellbeing Assessments
Measure Progress

Individual Wellbeing Tools
Support Employees

Online Wellness Events
Create new habits together

Collect Rewards
Gamification and fun

ACCESS THE PORTAL