

At the average UK wage, and average duration of 23 days, every stress absence costs **£2,440 in wages alone**



(HSE Labour Force Survey)

Mental Health Related Absence

This HSE data is based on the average National wage of £27K per year. It doesn't include the costs of temporary staff or overtime to cover absence, so the actual costs to your organisation may be much higher.

In our National survey, 16% of people had taken time off because of stress (though just over half gave a different reason).

Based on a typical FAST Pathways training investment, 1 prevented absence would pay for training for 44 people.

Replacing Staff Who Leave

1 in 10 people surveyed by the mental health charity MIND had left a previous job because of stress. In our National survey, 18% of people had often considered leaving their current role because of stress.

The Oxford Economics report looked at the costs of recruitment, in-house training, and productivity ramp-up for replacement employees.

Based on a typical FAST Pathways training investment, 1 prevented resignation would pay for training for 545 people.

The loss of an employee earning £25,000 a year or more carries an **average financial impact of £30,614**



(Oxford Economics report)

Every hour of lost productivity costs business an **average of £14**



(Average National wage)

Productivity

The additional benefits can be more difficult to quantify, but many people have found the FAST Pathways skills have improved their sleep quality and ability to stay focused, improving productivity and reducing mistakes.

Based a typical training investment, if a common mistake takes 45 minutes to resolve, just 7 prevented mistakes per person per year would cover the investment in their training.

The skills have also been found to improve teamwork and problem-solving, and reduce conflict and the resistance to change.

The Government's Figures

The government-commissioned 'Thriving at Work' report shares comprehensive data on the costs to employers of Mental Health. It was the first study to include the effects of presenteeism (showing up for work but under-performing) alongside absence and replacing staff who leave.

The average annual cost to private sector organisations is **£1,300 per employee**.

The returns from workplace investment in Mental Health are also reported. Data from 23 different studies shows an **average return of £4.20 per £1 spent**.

FAST
Pathways
Unlocking Stress Success



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