

## Potential Returns on FAST Pathways Training Investment

An effective strategy helps maximise the return on your time and / or financial investment in wellbeing. A National study by Deloitte, updated in 2020, reported that

**For every £1 invested in Wellbeing, the average return is £5.20**

At the average UK wage, and average duration of 23 days, every stress absence costs **£2,940 in wages alone**



(HSE Labour Force Survey)

### Mental Health Related Absence

This HSE data is based on the average National wage of £29.67K 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), and 32% had often considered it.

**1 prevented absence would pay for a typical wellbeing investment for 65 people.**

### Replacing Staff Who Leave

1 in 10 people surveyed by the 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.

**1 prevented resignation would pay for a typical wellbeing investment for 680 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

Many people have found the FAST Pathways skills have improved their sleep quality and ability to stay focused, improving productivity and reducing mistakes.

**If a common mistake takes 30 minutes to resolve, just 7 prevented mistakes per person per year would pay back the typical investment in their wellbeing.**

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