

The Wellbeing Strategy Routemap



A successful wellbeing strategy underpins improving performance without driving your people harder, and better wellbeing without adversely impacting day-to-day operations; balancing the best of both worlds. The Wellbeing Strategy Routemap and Best Practice Guides are designed to help embed wellbeing within your organisation's culture, maximising the returns on your time and financial investment in wellbeing.



This Guide is one of the Vision and Purpose resources. This first of our four steps of Wellbeing Strategy lays the foundations for a successful programme, by developing the shared understanding of

- What we're aiming to achieve and why it matters
- How it aligns with and supports the organisation's other priorities

And starts to build that important leadership engagement and commitment. Without this, the programme's much more likely to run into difficulty later on.

This guide accompanies the Excel "Routemap Business Case Model" template

Understanding the Potential Returns

The full impacts of wellbeing extend well beyond those which can be measured financially. However like any other improvement, a solid financial business case helps you set an appropriate budget, and turns wellbeing from a 'nice to have' to a strategic priority.

Our Excel template's designed to help you take out the legwork from the calculations. It looks at four of the key areas where wellbeing can financially impact your organisation

- Mental-Health related absences
- Replacing staff who leave because of stress
- Correcting mistakes: How many of your people have might make mistakes if they're distracted? And how many of them are experiencing stress, intrusive worries or feeling overloaded which might cause that distraction? Though it's impossible to accurately quantify, this is one of the areas where mental wellbeing can directly impact both your organisation's finances and its reputation.
- Dealing with conflict: Stress and anxiety can be increased by disagreements and conflict, and are also among their major causes. How many of your people are experiencing a shorter fuse because they're not sleeping well? How many disagreements escalate because with all the priorities they're juggling, people aren't taking the time to explore and address differences in opinion? Whether conflict between colleagues is reducing the team's effectiveness, or damaging relationships with customers or suppliers, there are many ways the organisation can be impacted by its effects.

The model is designed for you to enter your own data in each of the green cells, but if there are values you don't know, it's set up to use the National averages. Where these are available, the value is given to the left of the cell, and its source is stored as a note to the cell (which you can view by hovering your mouse over the cell).

If you need any help, or there's anything you'd like to include which isn't in the model, do get in touch - my contact details are at the bottom right of the spreadsheet.

Illustrating a Typical Return on FAST Pathways® Investment

The Deloitte study accompanying government-commissioned 'Thriving at Work' report, which was updated in 2020, shares the returns from investing in Mental Health in the workplace. Data from 23 different studies shows an **average return of £5.20 per £1 spent**. Investment in the FAST Pathways programme can be less than 50p per person, per week. So let's look at the step-change needed for that investment to yield a positive return...

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 data is based on the average National wage of £29.6K 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 52 people.

Replacing Staff Who Leave

In our National survey, 18% of people had 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)

Your organisation's reputation for Wellbeing support can also significantly influence your ability to attract the best new recruits. Your people will talk and share their experiences, and if your existing employees feel well supported, they're much more likely to recommend your organisation as a great place to work. Review sites like Glassdoor also mean that this influence is likely to reach far further than your employees' personal acquaintances.

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



(Average National wage)

Correcting Mistakes

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

Based a typical training investment, if a common mistake takes 30 minutes to resolve, just 8 prevented mistakes per person per year would pay back 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. For specific examples, see our [Sample Successes...](#)