Ibec Corporate Wellbeing Barometer 2021
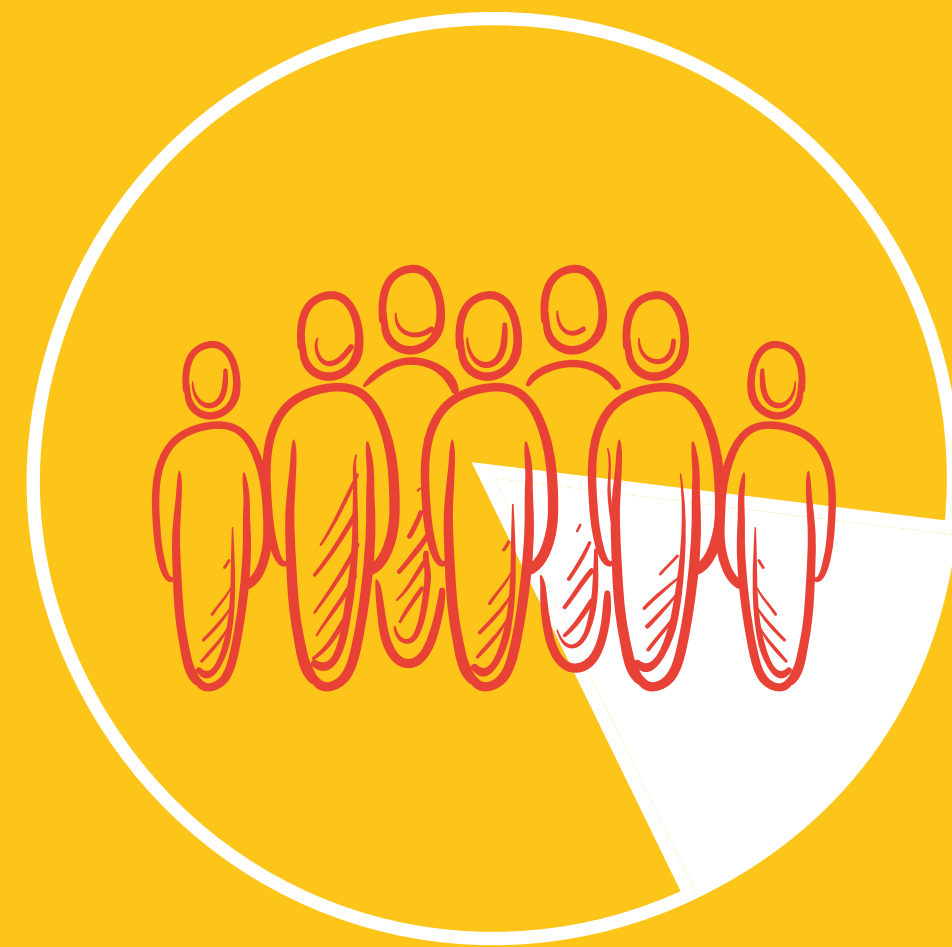
Who answered the Wellbeing Survey?

242 responses from HR professionals
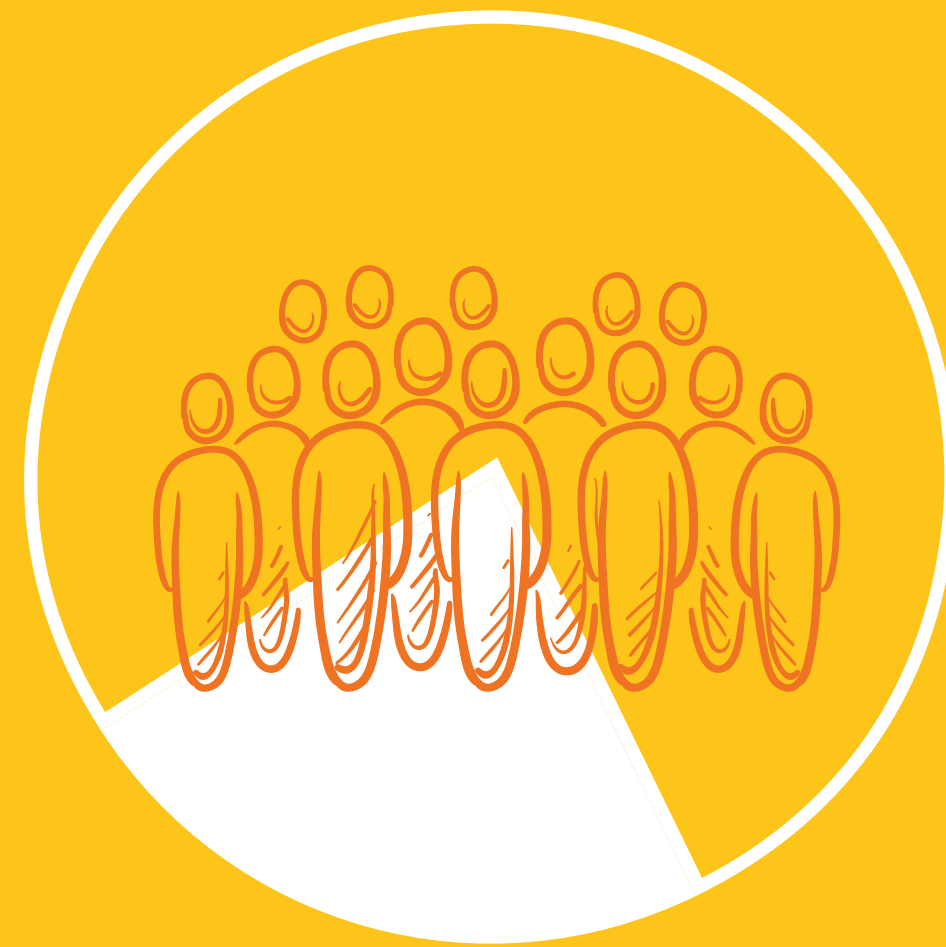
Less than 50 employees	50-99 employees	100-249 employees	250-499 employees	Over 500 employees
27%	**16%**	**23%**	**15%**	**19%**
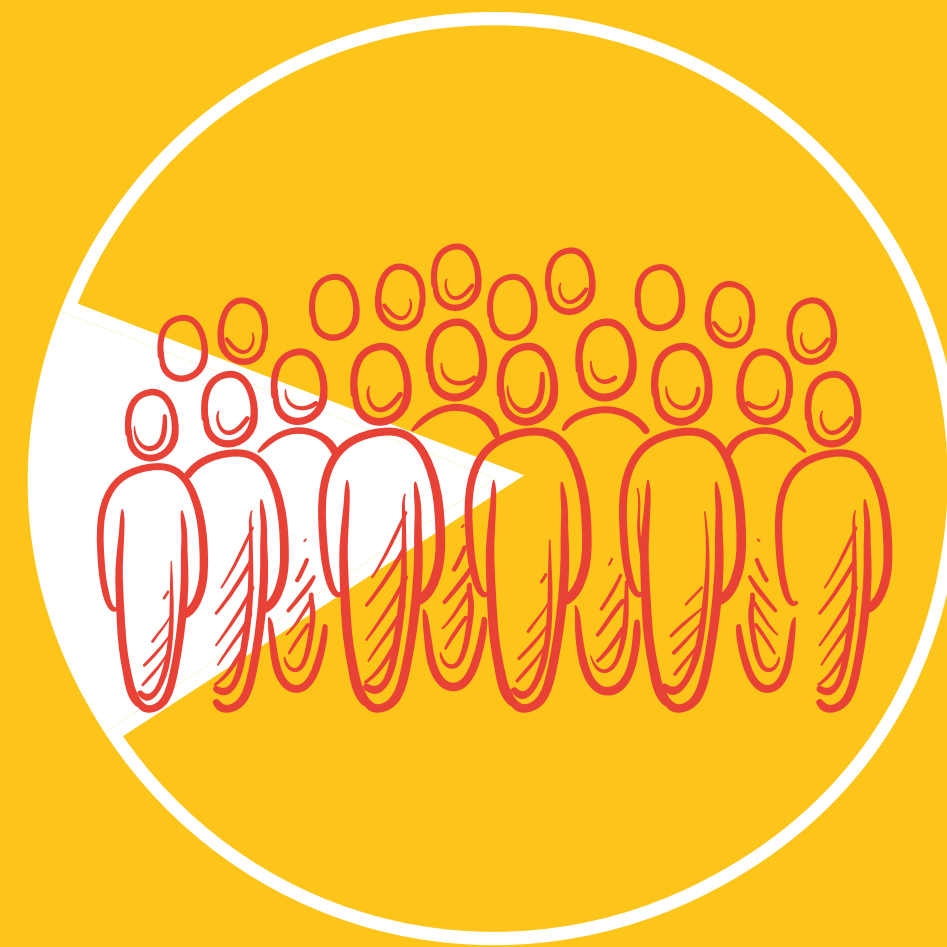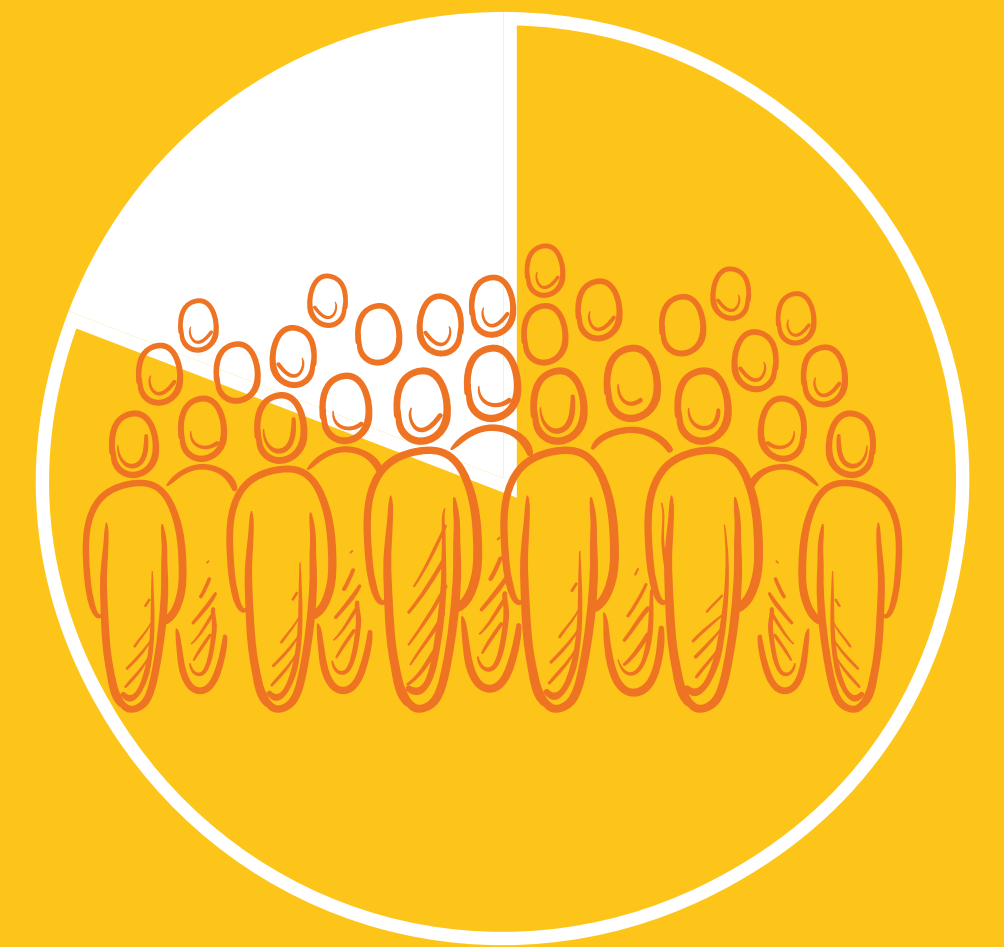
Does your organisation have any of the following in place currently?

Support at senior leadership

81%

Dedicated team or individual

65%

Wellbeing communications plan for all employees

65%
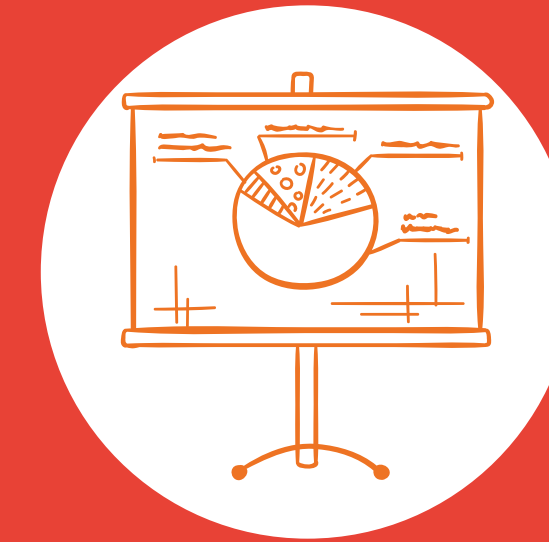
Reported on to Senior Management

64%

Does your organisation have any of the following in place currently?

Specific budget for Wellbeing

46%
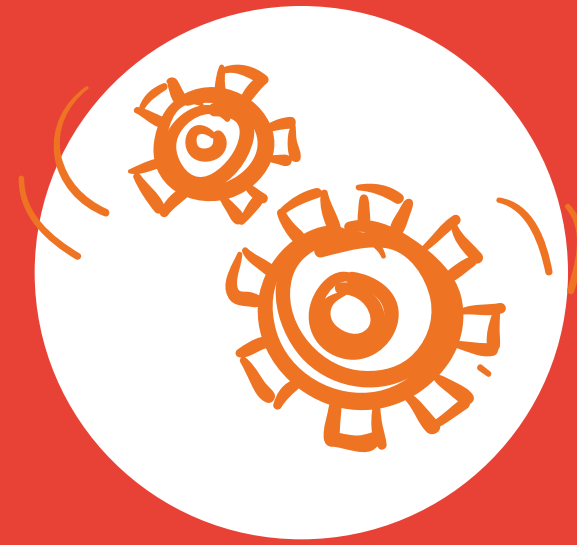
Called out explicitly in overall strategy

44%

Aligned to overall business objectives

44%

Defined Wellbeing strategy

41%
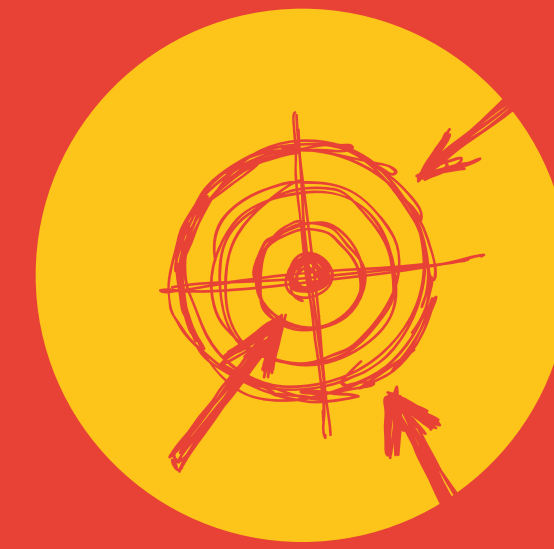
Forms part of line manager appraisal

23%

Compared to last year?

Covid has accelerated the embedding of Wellbeing in organisations

| Support at senior leadership | Dedicated team or individual | Wellbeing comms plan for all staff | Specific budget for Wellbeing | Called out explicitly in overall strategy | Aligned to overall business objectives | Defined Wellbeing strategy |

2020

61% · 44% · 44% · 27% · 26% · 30% · 31%

2021

81% · 65% · 65% · 46% · 44% · 44% · 41%

Are the Wellbeing initiatives evaluated?

40%

Two out of five had a formal system in place

90% **Internal employee surveys**

External benchmarking **38%**

37% **Focus groups**

Staff feedback **29%**

6% **Other***

* includes staff forums, suggestion boxes, group meetings, chats, appraisals, EAP reviews

The ROI of Wellbeing

The **top three areas of focus** to understand employee wellbeing in the organisation

Absence rates 77% | 20% | 3%

EAP usage 61% | 34% | 5%

Causes of absence 54% | 40% | 6%

Yes | No | Don't know

EAPs were widely used for personal and mental health supports

Personal resilience
54%

Mental health supports during COVID-19
49%

Pregnancy loss supports
49%

Financial Wellbeing
42%

Domestic abuse supports
43%

Supports for employees with caring responsibilities
39%

Mental health awareness
37%

Nutrition/ healthy eating supports
37%

Supports for improved sleep
34%

Internal programmes used more for practical supports

Bike-to-Work Scheme
62%

Ergonomic assessment and support
64%

Flu vaccination
48%

Supports for return to work after maternity leave
48%

Centrally organised physical activities
42%

Access to optical, dental, GP or other health professionals
32%

Areas where changes occurred over the last year

	Increased	Stayed the same	Decreased	Don't know/N/A
Communications to employees around wellbeing	77%	20%	3	2%
Proportion of employees on flexible start/finish times	72%	23%	2	3%
Focus on maintaining employee connectivity to the organisation	71%	23%	3	2%
Focus on maintaining employee connectivity to each other	70%	21%	5	4%
The variety of wellbeing supports available to employees	64%	31%	2	3%
The number of wellbeing supports available to employees	61%	35%	2	2%
Focus on managing stress/building resilience for staff	53%	37%	2	8%

■ Increased ■ Stayed the same ■ Decreased ■ Don't know/N/A

Areas of expected change over the next 2-3 years

	Increased	Stayed the same	Decreased	Don't know/N/A
The variety of wellbeing supports available to employees	76%	22%	1	1%
Focus on manager skills on managing employee mental health	74%	21%		5%
Focus on maintaining employee connectivity to each other	71%	26%	1	2%
Focus on maintaining employee connectivity to the organisation	71%	26%	1	2%
Communications to employees around wellbeing	71%	27%	1	1%
The number of wellbeing supports available to employees	70%	26%	2	2%
Focus on reducing work-related stress for employees	68%	28%		4%

■ Increased ■ Stayed the same ■ Decreased ■ Don't know/N/A