



# Wellbeing Report 2021

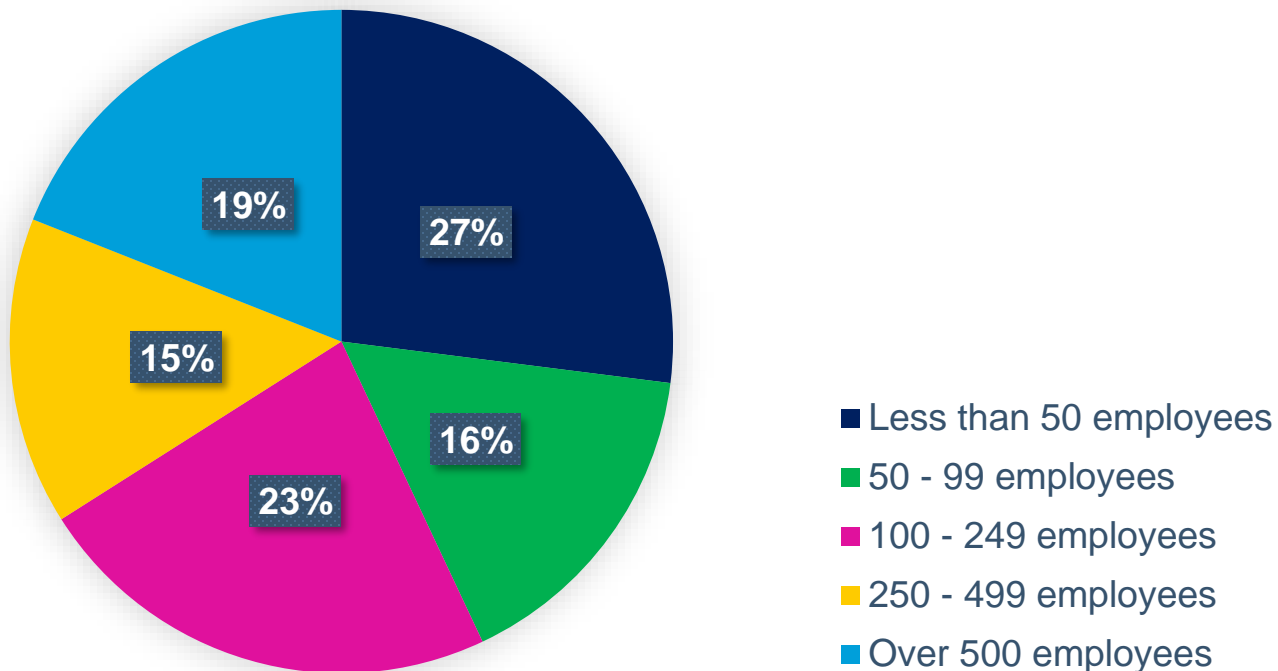
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Head of Research, Ibec

June 2021

# Profile

242 responses from HR professionals  
Conducted in June 2021

Participants by Company Size



Nine out of ten respondents had a sick pay scheme in place (88%)

Six out of ten offered medical health insurance to employees (61%)

# Key findings

- Very high level of support for wellbeing at senior leadership level (81%)
- Fewer than half (46%) had a specific budget for wellbeing in place and similar proportion (41%) had a defined wellbeing strategy

# EAP provision

EAPs were widely used around

- 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

Bike to work scheme remains one of the most common internal programmes (62%), along with:

- 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%)

# Least likely initiatives

Some of the initiatives least likely to be in place in respondent companies were\*:

- Contribution to cost of fertility treatment for employees (85%)
- Supports for surrogacy (73%)
- Provision for fertility leave for employees (69%)
- Menopause information and support (55%)
- Mental health apps (50%)
- Mental health first aider training (49%)
- Domestic abuse supports (45%)
- Smoking cessation (42%)
- Centrally organised physical activities (37%)

\*Percentage refers to the proportion of respondents that did not provide the support

# Evaluation of initiatives

- Two out of five respondents (40%) had a formal system in place to evaluate wellbeing arrangements.
- Within these organisations, the instruments used to evaluate the organisations wellbeing initiatives were as follows.
  - Internal employee opinion / attitude surveys – 90%
  - External benchmarking assessments/surveys -38%
  - Focus groups – 37%
  - Formal written feedback/Reports from staff – 29%
  - Other – 6% includes staff forums, suggestion boxes, group meetings, chats, appraisals, EAP reviews.

# Impact of investment in wellbeing

One in five organisations (20%) measured the impact of investment in wellbeing on their organisation.



# Returning to workplace after Covid-19

Just over one in ten (14%) had finalised plans for returning to the workplace. A further two-thirds (65%) were considering their options at the time of the survey. 11% had not made plans for returning to the workplace. The remaining 10% did not provide details.

# Looking ahead

- Almost three out of five respondents (59%) expect an increase in the proportion of employees working remotely full time, compared with pre-covid levels.
- A slightly higher proportion (64%) expect an increase in the proportion of employees working part-time remotely compared with pre-covid levels.

## Next 2-3 years

- Over three quarters (76%) expect the variety of wellbeing supports available to employees to increase.
- A similar proportion (74%) expect an increased focus on management skills in managing employee mental health.
- Increased focus on connectivity both among employees and between employees and the organisation is expected in over seven out of ten respondents.
- Communications to employees around wellbeing is expected to increase in the next 2-3 years in 71% of respondent organisations.
- Managing stress and identifying work stressors for employees will receive more focus in 67% of respondents in the next 2-3 years.

# Current wellbeing initiatives

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



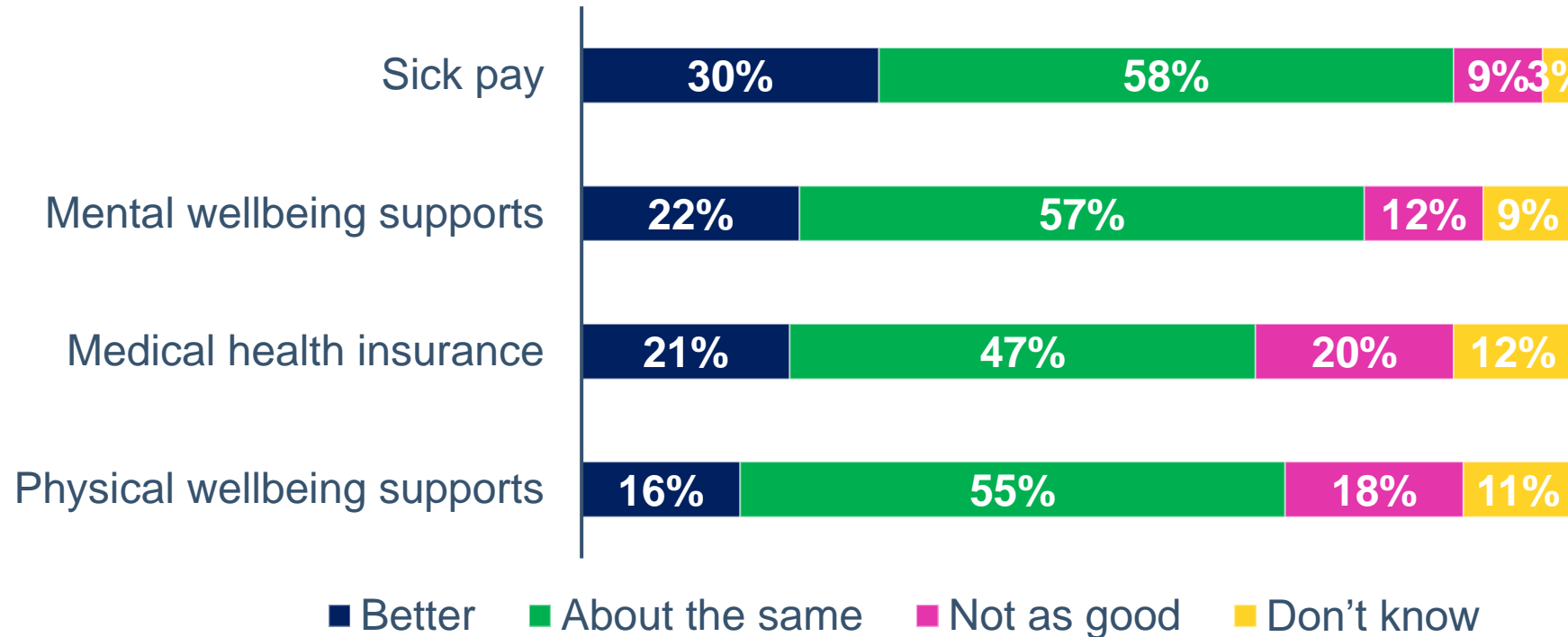
# Wellbeing initiatives 2020 vs 2021

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



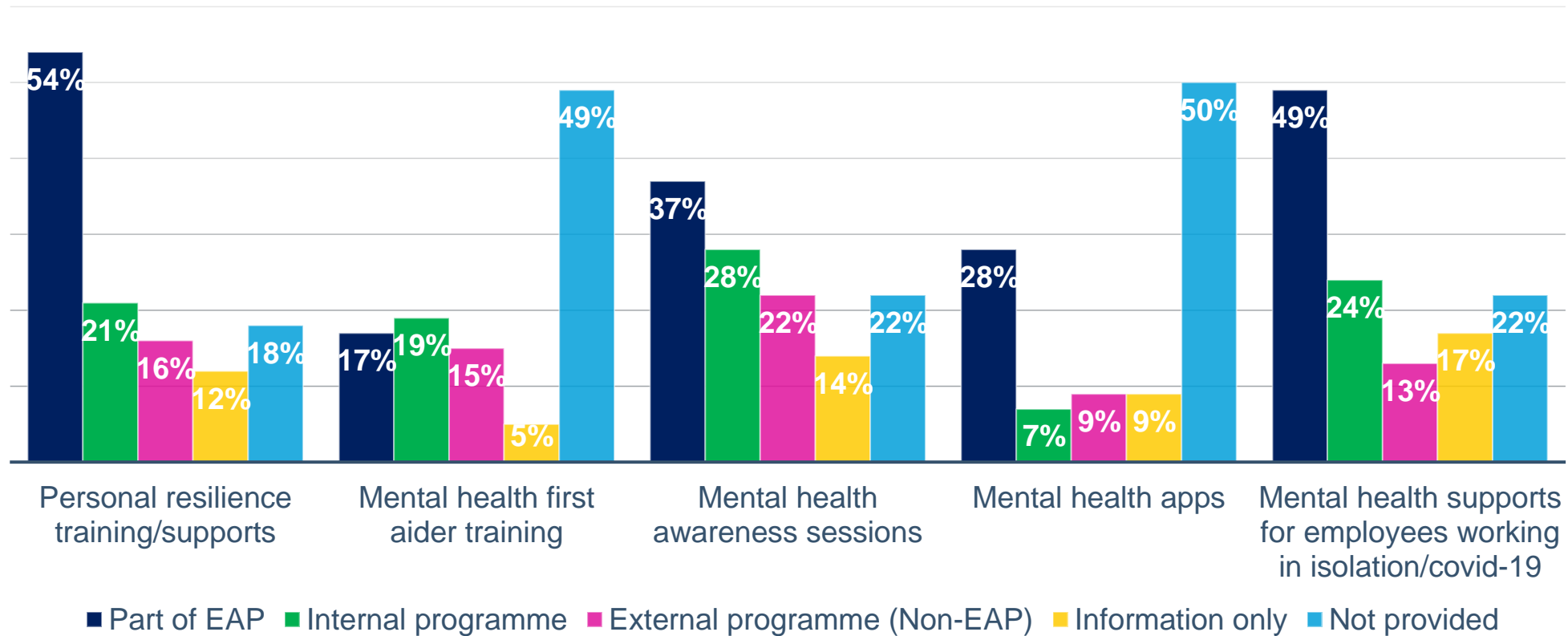
# Organisations assessment of own provision against others in their sector

Compared with other organisations in your sector, how would you rate your provision of each of the following?



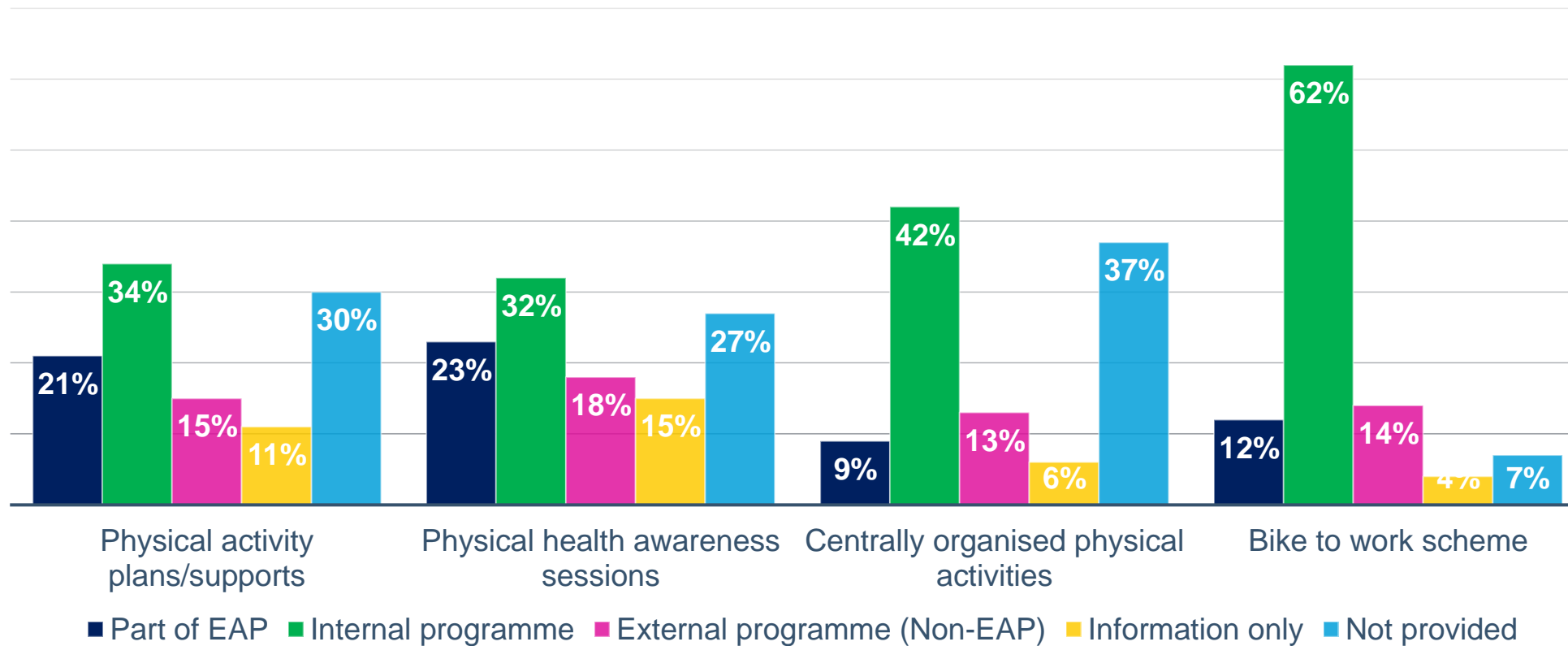
# Supports provided – mental health

## Mental Health Supports



# Supports provided – physical activity

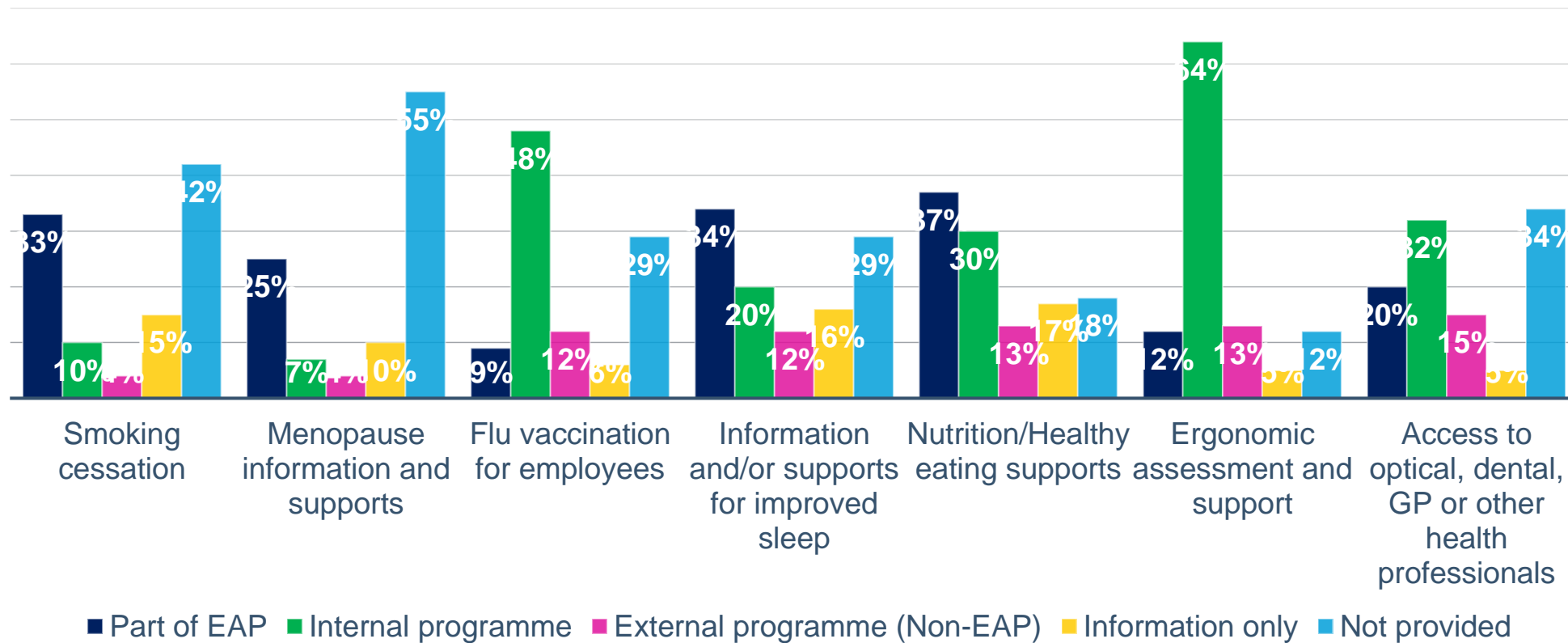
## Physical Activity Supports





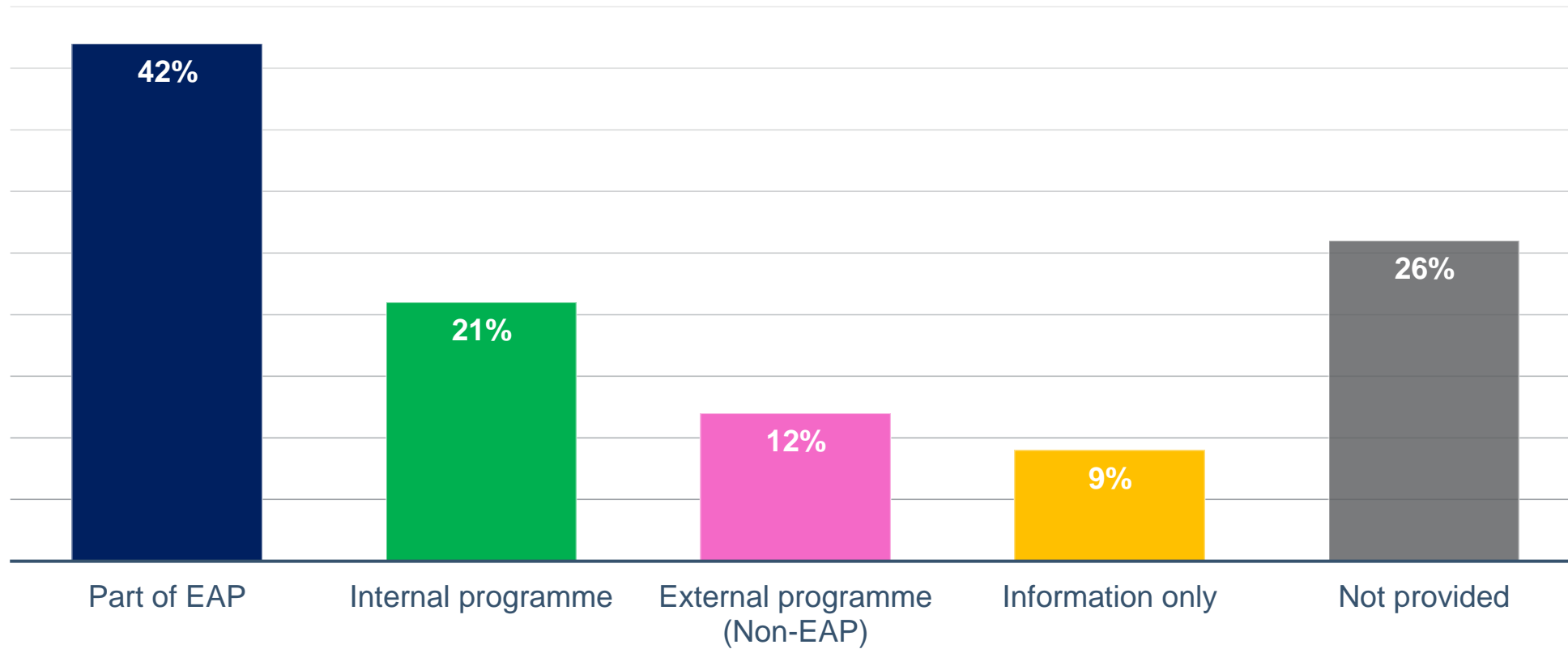
# Supports provided - health

## Health Supports



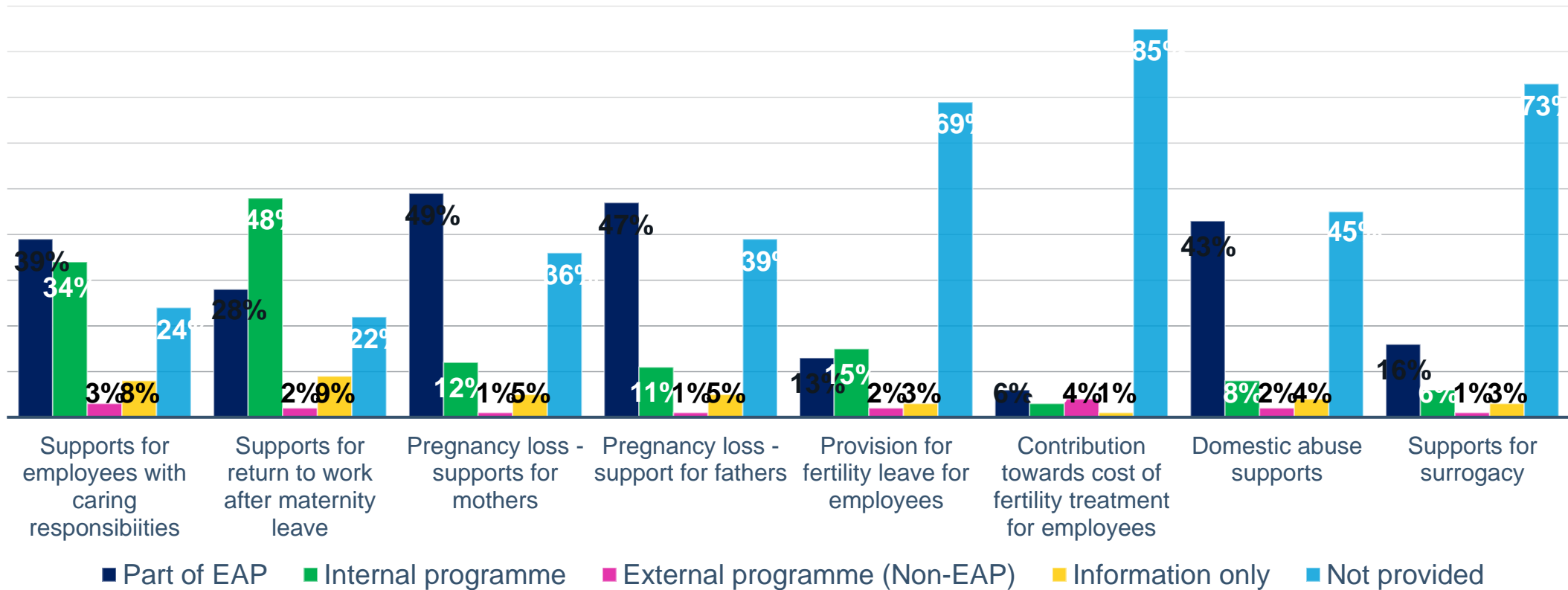
# Supports provided – financial wellbeing

Financial wellbeing supports

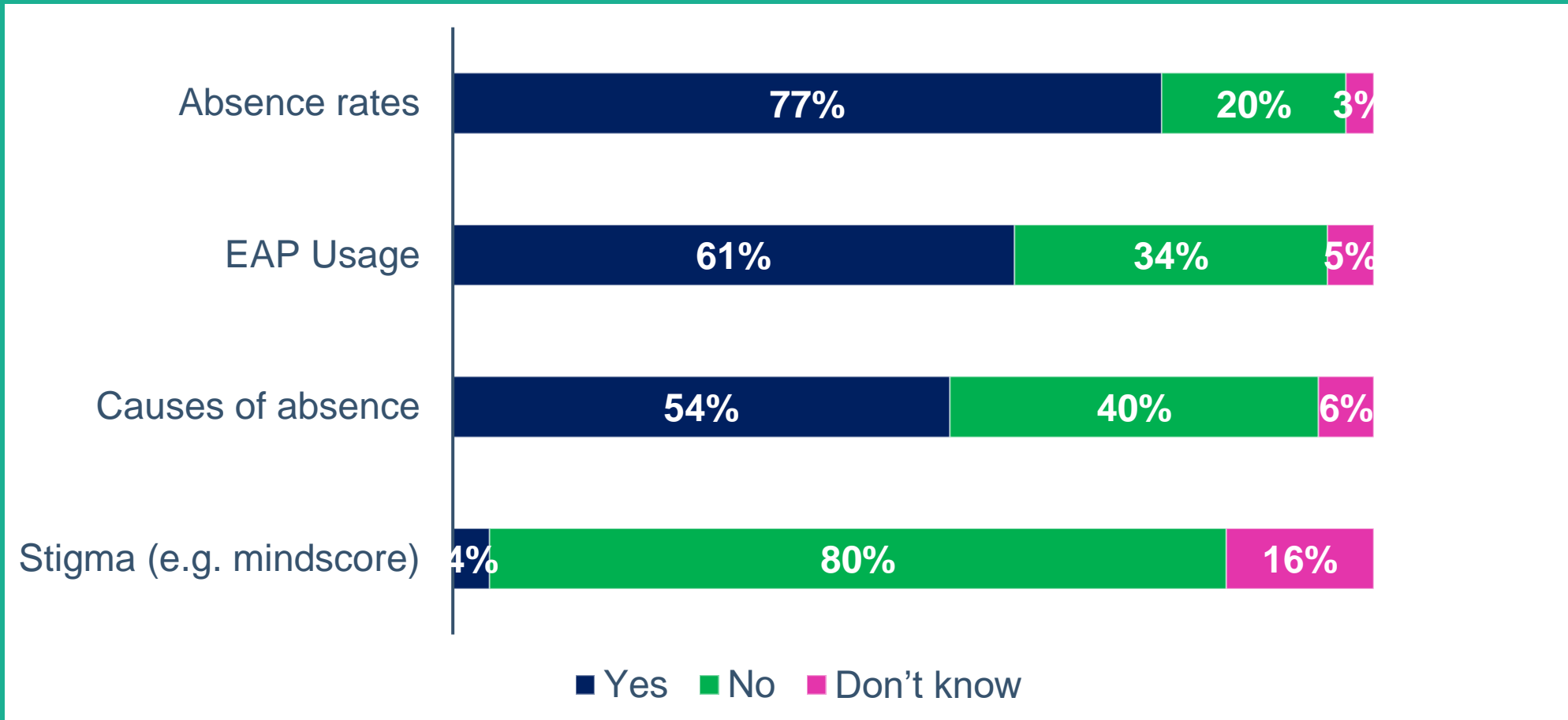


# Supports provided – family supports

## Family Supports

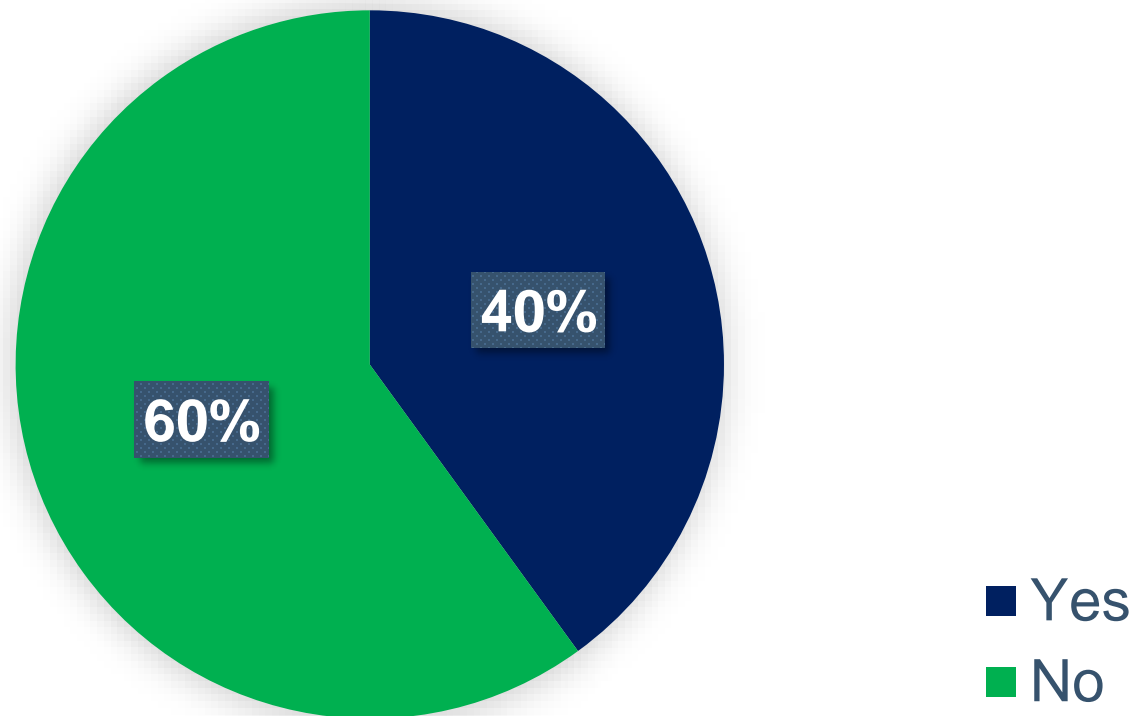


# Does your organisation currently use/report on any of the following measures, in relation to wellbeing?



# Evaluation

Is there a formal system in place in your organisation to evaluate your wellbeing arrangements?



# Where a formal evaluation system was in place....

- In almost one in five organisations (18%) this evaluation was carried out by external consultants
- The evaluation was PARTIALLY carried out by external consultants in 45%
- The remaining 37% of respondents did not provide details on the role of external consultants in their evaluation process.

# Where a formal evaluation system was in place....

- The instruments used to evaluate the organisations wellbeing initiatives were as follows.\*
  - Internal employee opinion / attitude surveys – 90% (83% in 2020)
  - External benchmarking assessments/surveys - 38% (27% in 2020)
  - Focus groups – 37% (27% in 2020)
  - Formal written feedback/Reports from staff – 29% (18% in 2020)
  - Other – 6% includes staff forums, suggestion boxes, group meetings, chats, appraisals, EAP reviews.

\*respondents could choose more than one so percentages add to more than 100%

# Covid-19

- In two-thirds (67%) of respondent companies, the organisations approach to wellbeing has changed as a result of Covid-19
- Many organisations reported a greater focus on wellbeing, with additional wellbeing measures offered throughout this period. Increased communications on the importance of wellbeing and increased funding for wellbeing were cited by respondents. Many additionally reported a move to more virtual supports and more work on stress and resilience.



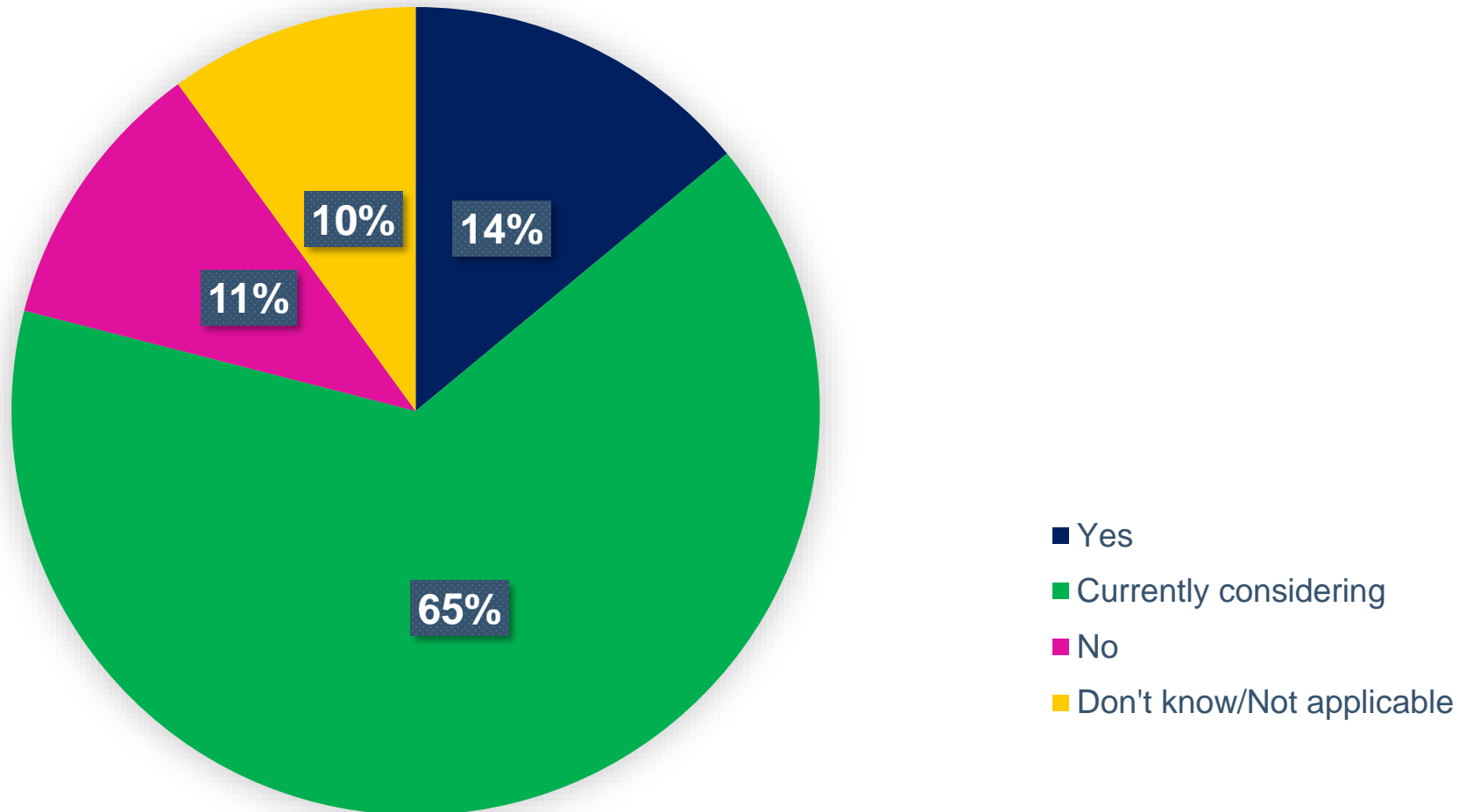
# Changes in last year

Have any of the following changed in your organisation in the last year?

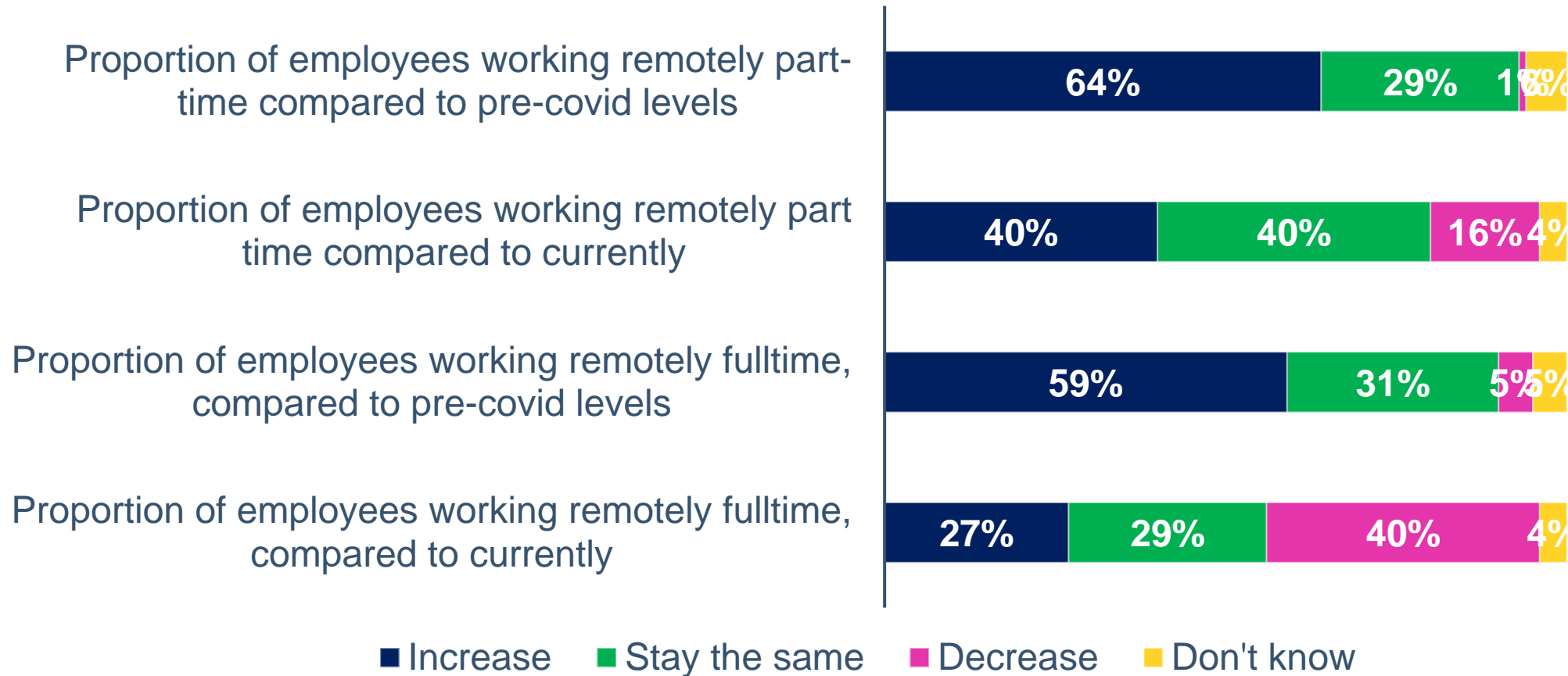


# Plans to return to office

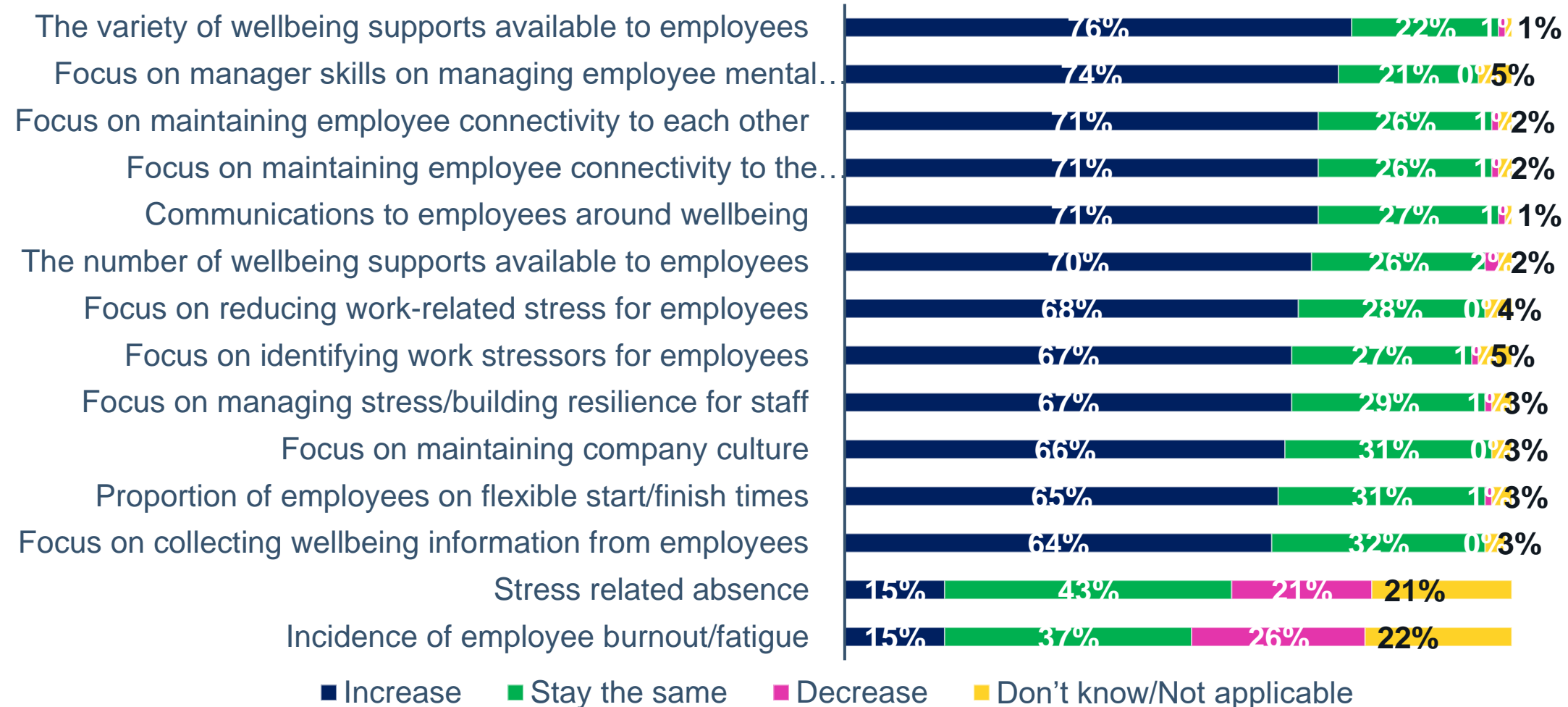
Have you finalised plans for your organisations return to the workplace following the lifting of Covid-19 restrictions later this year?



# Looking ahead to the next 2-3 years do you expect the following to increase, stay the same or decrease?



# Do you expect any of the following to change in your organisation over the next 2-3 years?





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