

Why invest in a healthy workplace?

Average cost of sickness absence to each NHS organisation is **£3.3million** per year¹.

Retirement due to ill health is estimated to cost the NHS **£150million** per year².

If the NHS was able to reduce its staff absence levels by a third, it could save **3.4million** days a year².

The total cost to the NHS of mental health-related staff illnesses stands at **£1.3billion**³.

NHS organisations that prioritise staff health and wellbeing performed better, with improved patient satisfaction, higher quality scores, better outcomes, greater levels of staff retention, and lower rates of sickness absence².

Visit the Healthy Workplaces website at www.rcn.org.uk/healthyworkplace and download our toolkit to carry out a health check of your organisation and identify areas for improvement.

1 QualityWatch, The Health Foundation and Nuffield Trust (2015) *NHS Staff Sickness Absence* available at www.qualitywatch.org.uk/indicator/nhs-staff-sickness-absence# (Accessed September 2015)

2 Boorman S (2009) *NHS health and wellbeing: final report*, Leeds: NHS Health and Wellbeing Review.

3 Picker Institute Europe (2015) *Understanding staff wellbeing, its impact on patient experience and healthcare quality*. Available at www.pickereurope.org (Accessed September 2015)