

# The six wellness imperatives for HR in a hybrid workplace

Business leaders report that

# 64%

of their workforce are sceptical or anxious about their future within a hybrid workforce.

The shift to a hybrid workforce puts people at greater risk of experiencing mental health issues, taking sick leave, and being less engaged and productive.

We round up the latest insights from Capita People Solutions to report the six factors that will be critical to a successful employee wellbeing strategy in the hybrid workforce...

## Clear ownership of the employee wellbeing strategy

# 45%



of HR and benefits leaders say lack of ownership is one of the three biggest barriers to improving wellbeing in their organisation.

But for clear strategies to be a success, someone – whether it's the HR department or a specialist team – must take control and responsibility.

## The critical role of the line manager

# 56%



of HR and benefits leaders say a lack of mental health training across their organisation is a challenge.

With day-to-day responsibility for their team members' welfare, line managers have a crucial role to play in identifying signs that people are struggling. Our research shows that some line managers are well equipped to fulfil this role, but many aren't.

## Taking a holistic approach to workplace wellness

# 81%



of HR leaders recognise that considering all aspects of employees' lives – inside and outside work – and supporting their physical, mental and emotional wellbeing is vital.

But 45% say their organisation's approach is inconsistent and siloed – creating a barrier to improving employees' wellbeing.

## Wellbeing throughout the employee lifecycle

# 30% & 30%



of HR leaders are most likely to consider wellbeing during recruitment.



are least likely to consider wellbeing during the exit process.



Our research reveals that employers don't consistently consider wellbeing right across the employee lifecycle, focusing on it most when people join and least when they leave. This will have to change in the hybrid workplace, when employers will rely more on temporary workers and will have to persuade them to keep coming back.

## Transparency about the future

# 49%

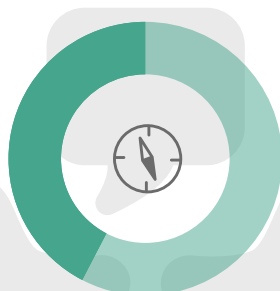


of HR leaders say a lack of transparency about the future and employees' role in it is one of the biggest barriers to improving wellbeing.

People want to know what their employers' plans for moving to a hybrid workforce are, why they're doing it, and to be involved in planning for it – they tell us that this is the best way to tackle their anxieties about the future.

## Purpose and impact at work

# 59%



of HR and benefits leaders predict purpose and meaning will become much more important to people.

As the nature of work transforms in the future, employers will need to create a strong and inclusive culture that supports as well as challenges and incentivises them.



Download our whitepaper

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**Wellbeing in the future of work**

to find out more about the future of employee wellbeing.

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