

# Workplace Wellbeing and the Productivity Puzzle

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## The productivity puzzle

**UK business leaders are faced with a challenge.**

Statistics tell us that Britain has a longstanding productivity deficit with its competitors\*: output per hour is 20% higher in France than the UK and around 26% higher in the US. So, how do we resolve it?

We have a conundrum we have to crack.

\*Office for National Statistics / Financial Times 2018

# Let's talk about wellbeing

**The health and wellness agenda is growing in prominence.**

Placing a focus on workplace wellbeing can have a very positive impact on reducing sickness, absence and presenteeism. This topic needs to be front-and-centre of discussions about improving productivity. After all, a happier, healthier workforce will in turn, deliver higher output.

**We need to re-think our approach to productivity and output.**

**Why?** Because 83% of workers feel that their wellbeing influences their productivity?\*

\*PWC: The Productivity Puzzle

# Evidence and impacts

## How do we embed wellbeing to improve productivity?

Given that 90% of our time is spent indoors and employers frequently spend a similar percentage of their annual operating costs on people, it is only logical to prioritise the conditions in which we ask our personnel to work.

Backing this up is research by global consultancy ATKINS and UCL which concluded that UK productivity could rise by a staggering 8% – equivalent to an extra £20bn in GDP) – if workplaces were created using ‘human centred design’.



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## Brand, identity and talent retention

### Workplace wellbeing delivers substantial benefits.

Companies that invest in wellbeing and healthy building principles, report that sickness levels are decreased and productivity is increased. Wellness also becomes an integral component of their appeal to the market.

This is bound to deliver a boost in terms of brand identity, value perception and staff retention and attraction too.

## Replacing an employee costs £30,000\*

*\*A report by Oxford Economics reports that on average the cost to employers of replacing a single member of staff is more than £30,000. There's no doubt that retaining or retraining staff is often a much more cost-effective solution than replacing.*

**Healthier employees  
are more productive  
at work.**

“The true value of light  
lies in the combination  
of visual, biological and  
emotional benefits.”\*

*\*LightingEurope*



## Shedding light on building services

**Encourage an integrated approach to building services.**

Lighting, ventilation and comfort need to be on the agendas of HR directors and ‘talent execs’ - just as much they are on the minds of estates and FM teams. In fact, when these often disparate departments work together to create an integrated approach to the design and specification of electrical and mechanical functions, it makes a significant difference to a business and the people in it.

In short, human-centric building services are starting to drive and mobilise the corporate agenda.

# Positive change can happen anytime

**Health and wellbeing isn't just for the fit-out stage of an office move or refurb.**

Throughout a building's lifecycle, there are plenty of opportunities to implement change.

***“Successful intervention should manifest in shorter voids for developers; greater income retention for investors and healthier, happier staff for occupiers who will gain from better recruitment and retention.”***

*– British Council of Offices*



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The World Green Building Council has linked **improved lighting design with up to a 23% gain in productivity.**

## The power of lighting for good

**To act on wellness, it's important to specify lighting that really delivers.**

Quality and consistency of illumination are key. But, so is the capability of systems to support schedules that provide appropriate levels and colours of light at different points in the human circadian cycle.

As the International WELL Building Institute says, the *“explosion of tunable LED lighting systems on the market in the last five years has made it easier than ever”* to achieve these requirements. It's a view we share too.



Light can help to **energise**, **relax**, or increase **alertness**, **creativity**, **cognitive performance** and **mood**.

It can even help improve our health through **reduced stress** and **improved sleep-wake cycles**.

\*Report 'Quantified Benefits of Human Centric Lighting' by LightingEurope & ZVEI, April 2015

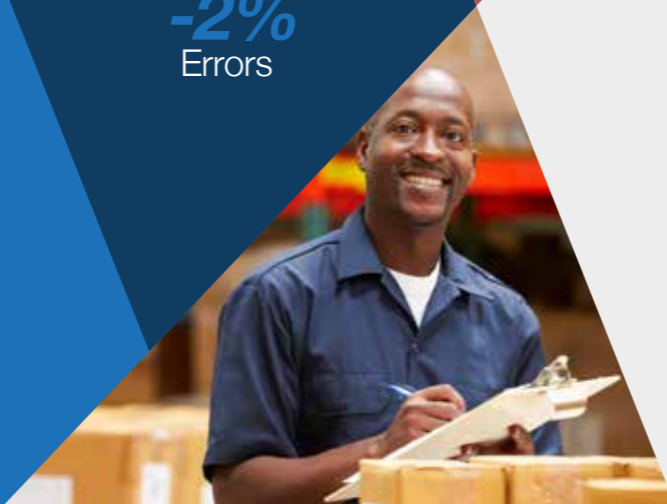
*Example Benefits\**

**+4.5%**  
Productivity

**-1%**  
Accidents

**-1%**  
Absence

**-2%**  
Errors



## Lighting for health, wellbeing and performance

**Lighting for wellbeing isn't just for office workers.**

Every kind of workspace and just about every kind of worker can benefit from light that responds to their job function and their biological rhythms.

The important thing is to understand that every application has its own specific needs.

# Getting ahead and making a start

**We think it is clear that organisations of all shapes, sizes and sectors need to get a grip on the long-term impact of working environments.**

Embarking on a workplace wellbeing strategy is a long-term commitment and can seem daunting. However, our suggestion is to start with the things that are easier to deliver and measure.

**Why not take a good look at your lighting. Could it do more for your people and your business? And, when you do, we're here to help.**



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