



ZEVO HEALTH



Workplace Wellbeing Trends: Ireland 2021



INTRODUCTION

Prior to the current pandemic it was reported that 68% of the Irish population were stressed at work, with four in every ten having suffered, or currently suffering from burnout (Healthy Working Report, 2020). The findings in this report concluded that the 21st century office lifestyle is not conducive to good health and the reality is that having employees “always on” leads to burnout, chronic illness and resignation.



IMPACT OF COVID-19

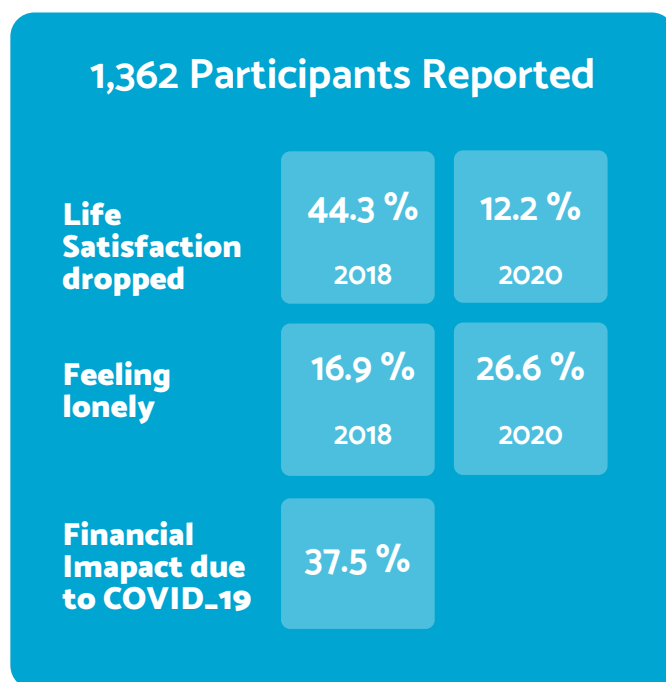
Unfortunately, the impact of the pandemic has seen these conditions worsen, with 60% of employees now reporting feeling even more stressed than before (Irish Examiner, September 2020). According to research commissioned by LinkedIn in 2020, employees are working an extra 38 hours per month on average (1 week/month) and it's the younger workers that are being affected more by stress and anxiety working from home (MHC, May 2020). There are now new challenges switching off after work, difficulty concentrating with distractions in the home environment, as well as extra pressure to work harder with concerns for job security.

60% of employees now reporting feeling even more stressed



There are also worrying trends across the wider Irish population. A study of 1,362 participants reported that the percentage claiming high

life satisfaction dropped from 44.3% in 2018, to only 12.2% in 2020. 26.6% report feeling lonely, compared with 16.9% in 2018. Also 37.5% have been impacted financially as a



result of COVID-19. The psychological impact has also resulted in behavioural concerns of increased alcohol, tobacco use and poor eating habits (CSO, 2020). This is why more than ever, organisations need an effective, evidence-based wellbeing strategy that supports the health of their employees and protects against the damaging effects of burnout.

The pandemic has seen an increase in business employing workplace wellbeing programs, however, not all are created equal (Irish Times, June 2020). A more holistic approach is needed, beyond physical health and fitness initiatives.

Progressive and more effective strategies also consider the importance of mental health, as well as the understanding that each employee has different wellness needs. “Give them the freedom of choice to decide what they want support with and then support them accordingly” recommends Dr Robert Herr, Department of management, leadership and Marketing at University of Ulster. Department of management, leadership and Marketing at University of Ulster.



AT ZEVO HEALTH WE DEVELOP TAILOR-MADE WELLBEING STRATEGIES FOR BUSINESS BY:

- Understanding your employees through initial assessment of demographics and psychological wellbeing.
- Using evidence-based recommendations targeting areas for improvement across organisational, social, psychological and physical health domains.
- Making strategy-focused recommendations on how to develop psychological safety in the workplace, to help embed a culture of wellness - in which resilience, engagement, health, productivity and business success thrives.



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