

Why invest in the well-being of your veterinary team?

Investing in the health and well-being of your workers
is the right thing to do – morally, legally and financially.

The return on investment for well-being interventions
is reported at between \$2 and \$6 for every \$1 investment.^{1,2}



Why invest in the well-being of your veterinary team?

Mentally healthy workplaces;

Attract great workers.

- 91% of Australian workers say that it is important to work in a mentally healthy workplace³
- The people attracted to mentally healthy workplaces are more likely to value and commit to looking after their own health.¹

Create great workers

Engagement increases markedly from 7% to 55% when health and well-being are managed.¹

Retain great workers

- Where an organization does not manage health and well-being, it is four times more likely to lose its great workers in the next year.¹ 45% of Australian workers say they have left a workplace because of poor mental health conditions⁴
- Work satisfaction is strongly influenced by the work environment and the ability to have a balance between work and home lives^{5,6,7}
- Veterinary professionals are more likely to stay when they have job satisfaction.¹²



Why invest in the well-being of your veterinary team?

When people are happy and engaged at work, you get;

MORE

- Satisfied and loyal customers and good outcomes for patients^{8,9}
- Longevity, commitment and positive outcomes for staff^{4,9,10}
- Creativity¹ assisting business agility and resilience in a rapidly changing world
- Performance and productivity - around 10% more^{8,10}
- Profitability – around 20% more¹¹
- Share market performance and growth⁸
- Compliance with the legal responsibility to ensure the physical and psychological health and safety of employees.

And LESS COSTS associated with;

- Absenteeism* - The average Australian worker takes around 10 days unplanned leave per year¹
 - Workers that consider their workplace to be mentally unhealthy are more than four times more likely to have taken time off in the previous year because they felt mentally unwell³
 - Successful workplace well-being programs can reduce sick leave absenteeism by 25%¹
- Staff turnover** can be reduced by 24-59% in a mentally healthy workplace^{8,11}
- The cost of replacing an employee has been estimated at 75-150% of their annual salary¹
- Workplace stress in the workers covering the absenteeism and turnover. Where there is a skills shortage, the remaining people are likely to be under greater stress and have lower morale.¹

Wouldn't you rather be working proactively with healthy and engaged people than continually putting out fires?

References

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Notes

- * Unplanned leave costs the business directly (paying the replacement as well as the absent employee) and indirectly (managing the absence and return to work, reduced productivity of lower skill replacements).
- ** Replacing people incurs direct costs in recruitment and training plus indirect costs related to decreased productivity whilst the new employee upskills.



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