# Protect Your Organisation's Most Valuable Asset with Whole-Person Health and Wellbeing Coaching



UK & INTERNATIONAL
HEALTH COACHING ASSOCIATION

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September 2026

UKIHCA Independence

UKIHCA is an independent, non-profit professional body operating in the third sector. Free from commercial influence, control or ties that could compromise our independence, we exist to advance the health and wellbeing coaching profession, protect the public and uphold high standards of ethical, evidence-informed practice.

## What is Whole-Person Health and Wellbeing?

Whole-person health and wellbeing coaching recognises that employees are more than their job descriptions. They bring their **physical health, mental and emotional wellbeing, relationships, and life context** to work every day. These dimensions are interconnected; challenges in one area can impact **performance, engagement, safety, and decision-making**.

UKIHCA-Registered Health Coaches use a **non-clinical, evidence-informed approach** that empowers employees to:

- Build insight and awareness of their overall health and wellbeing
- Strengthen **personal effectiveness and coping skills**
- Adopt sustainable **lifestyle and health behaviour change**
- Navigate stress, life transitions, and workplace challenges

This approach **does not offer advice or treatment**, but supports employees in taking an **active, self-directed role in their health**, helping organisations prevent risk escalation and strengthen workforce sustainability.

## Why Whole-Person Wellbeing Matters to Employers

Workforce health is no longer a discretionary benefit—it is a **strategic organisational priority**. Poor employee wellbeing, stress, or burnout can impact:

- Productivity and operational performance
- Organisational resilience and workforce capacity
- Engagement, retention, and culture
- Compliance with Health and Safety obligations

**Key workforce health statistics in the UK:**

- 2.8 million (7%) of 16–24-year-olds are **economically inactive** due to long-term sickness
- 8 million working-age adults report a **long-term health condition** that limits the type or amount of work they can do
- Mental health is a **leading cause of long-term absence**; stress significantly affects whole-body systems
- 50% of adults will receive **a cancer diagnosis**; 50% will be their carers
- 10.6 million employees live with **a long-term health condition**
- 28 million adults (~1/3–1/2 of the population) report and live with chronic pain
- Around 8 million experience **moderate to severe impact of pain**

**Return on investment (ROI) per £1 spent:**

- Mental health support: £4–£5 (Keep Britain Working)
- Employee Assistance Programmes (EAPs): £8, even with current benefits
- Musculoskeletal interventions: £11–£99 depending on intervention type and workplace

These statistics* highlight the **material impact of workforce health risks** and the strong **financial case for proactive, structured wellbeing interventions**.

* **Keep Britain Working: Final Report**

## Who UKIHCA-Registered Health Coaches Support

**Leaders and Boards:**

- Embedding workforce health into **governance and ESG strategies**
- Evidence-based guidance for managing organisational risk
- Operational and strategic support for decision-making

**HR, People, and Occupational Health Teams:**

- Integration of coaching into wellbeing programmes
- Early identification of psychosocial risks
- Tools to strengthen employee **capacity and coping skills**

**Employees:**

- Personalised coaching to support sustainable **lifestyle and health behaviour change**
- Development of strategies for workplace stress and life transitions
- Empowerment to take ownership of health and wellbeing

Positioning **credentialed health coaches** as part of workforce strategy **reframes wellbeing from a discretionary perk into a governance-aligned asset protection strategy**.

## Integrating UKIHCA Health Coaches Into Your Workplace

Forward-thinking organisations embed whole-person health and wellbeing coaching alongside HR and occupational health functions. Key benefits include:

- Early identification and intervention of psychosocial risks

- Reduction in stress-related absence and workplace harm
- Strengthened engagement, productivity, and retention
- Demonstrable governance- and ESG-aligned workforce health strategy
- Strong evidence for insurers, regulators, and boards

## Explore how UKIHCA-Registered Health Coaches can support your organisation

- **Web:** https://www.ukihca.com/workplaces
- **Email:** employers@ukihca.com

## Artificial Intelligence Assistance Statement

AI tools were used to support drafting, structuring, iterative development, and editorial refinement under human direction. All content was critically reviewed, revised, and approved by the author, who retains full responsibility for the final output.

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