

Rt Hon Boris Johnson MP
Prime Minister
10 Downing Street
London
SW1A 2AA

07 February 2020
TK/JH

Dear Prime Minister

We were pleased to read your commitment in the Daily Telegraph last summer to look at '*offering preferential tax treatment to companies that look after the mental health and wellbeing of their employees in work*' in your first Budget as Prime Minister. We are writing to ask you to keep this commitment in the 11 March 2020 Budget.

We are a group of employers, business groups, charities and health experts who play an important role in supporting the mental and physical health of our nation. Many of us have seen firsthand the impact of long waiting times for mental health treatment or physiotherapy on our employees. We strongly support increased funding for these vital NHS services. We would also like to play our own part in supporting our employees at work and alleviating the immediate pressures on our NHS.

But many businesses large and small find their efforts hampered by the complex tangle of tax rules on early mental health and physio support paid for by employers. No one, especially those on low pay, should be stung by a surprise tax bill after getting help through their employer if they need it.

Workplace health and wellbeing support should be available, regardless of job title or length of service. It's about businesses working with the NHS and our public health bodies to support employees before they hit crisis point. For example, research from Public Health England found that for every £1 spent on employer-funded cognitive behavioural therapy, £2 was returned in savings to the NHS and employers.

The Government doesn't tax workers if their employer pays for their bike to cycle to work, or for the electricity they put in their car for work, so why should it tax them when they're struggling with their mental health or chronic pain at work?

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We look forward to working with the Government, NHS and our public health bodies to drive positive change.

Yours sincerely

Tracey Killen, Executive Director of People, John Lewis Partnership

Louise Harry, Health, Safety and Environment Director, Siemens UK

James Timpson, Chief Executive, Timpson Group

John Fielding, Staff Manager, First Group West Yorkshire

Dr Liam O'Toole, Chief Executive, Versus Arthritis

Sarah Hughes, Chief Executive, Centre for Mental Health

Clare Jacklin, Chief Executive, National Rheumatoid Arthritis Society

Nancy Hey, Director, What Works Centre for Wellbeing

Dr Hadyn Williams, Chief Executive, British Association of Counselling and Psychotherapists

Dr Steve Boorman CBE, Chairman, Council for Work and Health

Sir Peter Cheese, Chief Executive, Chartered Institute for Personnel and Development

Nick Pahl, Chief Executive, Society of Occupational Medicine

Genevieve Smyth, Royal College of Occupational Therapists

Anne de Bono, President, Faculty of Occupational Medicine

Louise Aston, Wellbeing Director, Business in the Community

Dr Nick Taylor, Co-founder and Chief Executive, Unmind

Jim Woods, Chief Executive, Better Space

Rob Stephenson, Founder, InsideOut

Katrina Parsons, Human Resources Manager, LSI Architects

Debi O'Donovan, Director, Reward & Employee Benefits Association

Jill Maples, Director of Human Resources, Hermes Parcelnet

Gary Johnston, HEP Director of Operations, Social Finance

Dr Steve Boorman CBE, Director of Employee Health, Empactis

Joy Reymond, Trustee, Vocational Rehabilitation Association

Jen Christie, Director, Rise Well Limited

Derrick Farrell, Chief Executive, Vita Health Group

Alex Goldsmith, Chief Executive, Medigold Health

Eugene Farrell, Chair, UK Employee Assistance Programme Association

Alison Margary, British Occupational Hygiene Society

Paul Roberts, Managing Director, Enlighten

Andrew Gilbey, Network Manager, NHS Health at Work Network