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Mitie has reported a record year and continued strategic progress and says it is “entering FY24 with confidence” after releasing its results for FY23.

Commenting on the results, Phil Bentley, Group Chief Executive, said: “Mitie’s performance in FY23 has surpassed the Board’s expectations. We entered the year with the challenge of replacing almost £450m of short-term and higher margin Covid-related contract revenue. Thanks to the hard work of our 64,000 colleagues and our technology-led approach, we have achieved this, and more.

“Mitie has been transformed over the last six years, and we have made further significant progress this year against each of our strategic pillars. We are now the largest facilities management business in the UK, and our unrelenting ambition is to drive the business to reach its full potential, not just financially but also through its positive contribution to the environment and society.”

Almost a quarter of the UK’s largest listed employers have improved their performance on workplace mental health overall in the past year, and almost half now recognise the link between financial wellbeing and the mental health of their employees, according to the second annual [CCLA Corporate Mental Health Benchmark- UK 100](#), published this week.

In an environment where UK employers in the private sector lose £43-£46 billion each year to poor workplace mental health,¹ the benchmark assesses 100 of the UK's largest listed companies with more than 10,000 employees each, representing a combined workforce of 5 million employees² on their global approach to workplace mental health.

It ranks companies across five overall performance tiers to encourage companies and investors to think seriously about mental health as a systemic risk, and to develop robust management systems so that companies and their employees can thrive.

Amy Browne, Stewardship Lead, CCLA said: "The huge increase in companies acknowledging the link between fair pay and financial wellbeing, and the mental health of their employees, is encouraging. It demonstrates that employers have an increasing awareness of their own responsibilities in ensuring good mental health in the workplace."

BSI, the UK National Standards Body, has published the menstruation, menstrual health and menopause in the workplace standard (BS 30416), following extensive consultation with experts and the public. It sets out practical recommendations for workplace adjustments, as well as strategies to sit alongside existing well-being initiatives, to help organizations meet the needs of employees experiencing menopause or menstruation.

The guidance is designed to enable organizations to prioritize the needs of colleagues and to tackle the potential loss of skilled workers, who may be at their career peak. It follows Fawcett Society research suggesting an estimated [10% of women experiencing menopause have left the workforce due to their](#) symptoms, which can range from hot flushes to dizziness, insomnia, muscle and joint stiffness, going up to 25% for those with more severe symptoms.

Anne Hayes, Director of Sectors, BSI, said: "I am proud BSI is publishing this landmark guidance on Menstruation, menstrual health and menopause in the workplace, to help employers retain talented people whatever stage of life they are in. Organizations which prioritize their people by building an inclusive workplace will be best placed to continue to thrive in the future."

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