

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?

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 for Counselling and Psychotherapy

**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