Health & Wellbeing at Work

May 2018

Which Category Do You Fall Into?

Due to the fast-changing world of work and the constant demands on employers and employees it means that our grasp of employee well-being can never stand still.

Many different trends are starting to form in the workplace. Are any of these at your workplace? It's time to act...

Just over half of the UK workforce say they are happy at work

43% of the UK workforce experience work related stress more than half of the time

A fifth of the UK workforce say their workload is unmanageable

Working When Unwell

Technology and Wellbeing

Long Term Abenses

Investment in Wellbeing

Over two-thirds of employees have noticed leaveism, such as people working when they should be on leave.

Around a quarter are taking steps to discourage unhealthy working patterns.

The average level of employee absence is 6.6 days per employee per year

Absence is highest in the public sector (8.5 days compared with 5.6 days in private sector services

What is Stress?

Is a condition or feeling experienced when a person perceives that:

"Demands exceed the personal and social resources the individual is able to mobilise."

Stress, Depression or Anxiety by Cause

Other 21%
Changes at work 8%
Violence, threats or bullying 13%
Lack of support 14%
Workload 44%
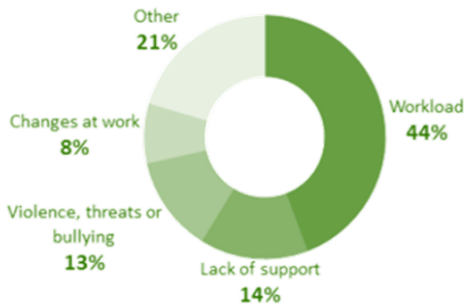
The key message is that if we are able to recognise when we have too much then we can take action to prevent ourselves from getting overwhelmed.

One of the difficulties is that people experience stress in different ways, resulting in it manifesting itself differently. These changes may be emotional, physical or behavioural, or a combination of all three; the key thing is to look out for negative changes for a period of time.

Stress isn't avoidable but it is manageable!! A key action in order to minimise risk is to identify stress-related problems as early as possible, so that action can be taken. Organisations vary considerably in how proactive they are in promoting employee well-being before serious stress-related illness occurs.

**ORGANISATIONS** THAT **VALUE** MENTAL HEALTH **ARE MORE PRODUCTIVE**

Strategies

Professional development: Training plans are essential for on-boarding new employees, employees who have been promoted or those returning from a long leave of absence.

Show Empathy: Many employees face a multitude of pressures that extend beyond the workplace and may not always perform to the best of their abilities; however, it is important to note what they are going through and take the time to understand where they are coming from.

Prioritise Time Management: Employees tend to feel overwhelmed when they feel like things are out of their control, and they begin to panic and can break down. A good way to mitigate this crisis is to enforce a strong method of organisation in the workplace. In addition, managers should consistently check in with staff to ensure that they are on track.

Address Issues Right Away: Some issues are not worth bringing attention to and doing so may cause unnecessary drama within the office. On the other hand, ignoring problems between the workforce or management may have catastrophic consequences. Although an issue may begin between two parties, it may lead to said parties creating alliances with ample hostility.
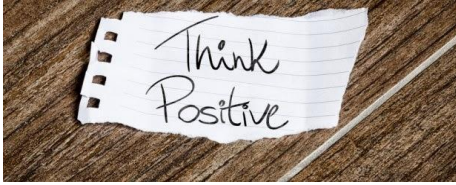
Think Positive

The best way for companies to reduce stress and mental health related cost is by taking preventative measures
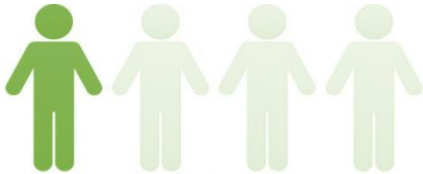
One in four people has a mental illness.
You can be the one that helps.

FAST FACTS

86%

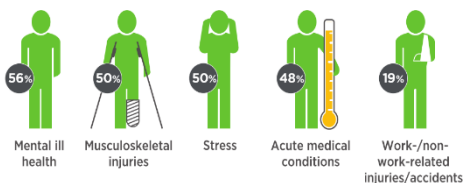Of Companies report observing presenteeism in their organization over the last 12 months

55%

Of companies say well-being is on the agenda of senior leaders

FOR MORE INFORMATION

www.mentalhealth.org.uk

https://www.nhs.uk/live-well/

The most common causes are:

| 56% | 50% | 50% | 48% | 19% |
| Mental ill health | Musculoskeletal injuries | Stress | Acute medical conditions | Work-/non-work-related injuries/accidents |

Investing in well-being can lead to greater resilience, innovation and productivity

HR professionals are pivotal to steering the health and well-being agenda.

Good leadership and management practices are required to successfully implement a well-being strategy.

Well-being strategies need to be tailored to the organisation's unique needs and characteristics.

Different stakeholders are responsible for cultivating well-being in different ways.

The UK Government has recognised the importance of the workplace in promoting health and well-being.

Health & Wellbeing Priorities

- ✓ Employee Well-Being
  - o Two fifths of employers have a standalone wellbeing strategy
- ✓ Managing Disability and Long-Term Health Conditions
  - o Two thirds of organisations have a flexible & inclusive working culture
- ✓ Impact of Technology on employee Wellbeing
  - o 87% say technology affects people's ability to switch off out of work hours
- ✓ Absence Levels
  - o The average level of employee is 6.6 days per employee per year
- ✓ Presenteeism and Leaveism
  - o Over two-thirds have noticed leaveism, such as people working when they should be on leave
- ✓ Work-related Stress and Mental Health
  - o 51% are increasing awareness of mental health issues across the workforce compared with 31% in 2016

The six main areas of work design which can affect stress levels

Demands	Control	Support	Relationships	Role	Change
1	2	3	4	5	6
Includes issues such as workload, work patterns and the environment	How much say you have in the way you work and the work you produce	Includes the sponsorship and resources provided by the organisation and colleagues	Promoting positive working to avoid conflict and dealing with unacceptable behaviour	Do people understand their roles? Does the organisation ensure the roles don't conflict?	How organisational change (large or small) is managed and communication

Work Life Balance

Work Life Balance recognise the importance of protective factors, including exercise, leisure activities and friendships. Try to ensure that these are not sacrificed to working longer hours or try to ensure that you spend your spare time on these things.

...because people matter!