



Wellbeing in YOUR workplace – What, Where, When and Why to do it.

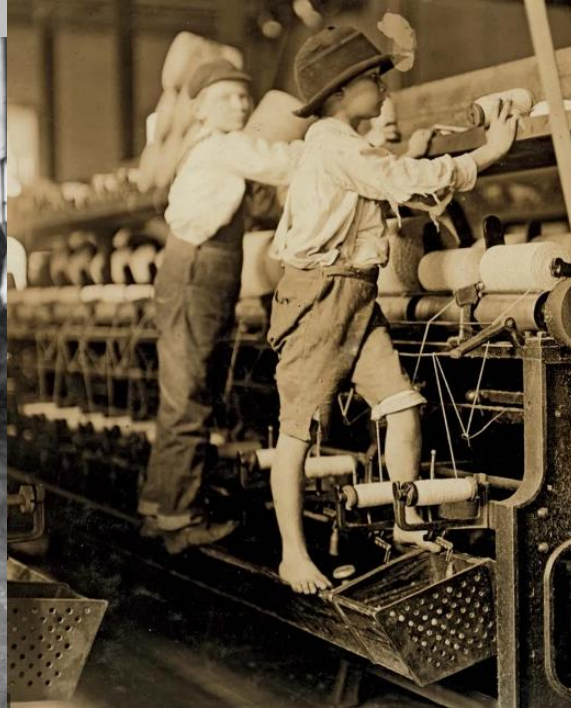
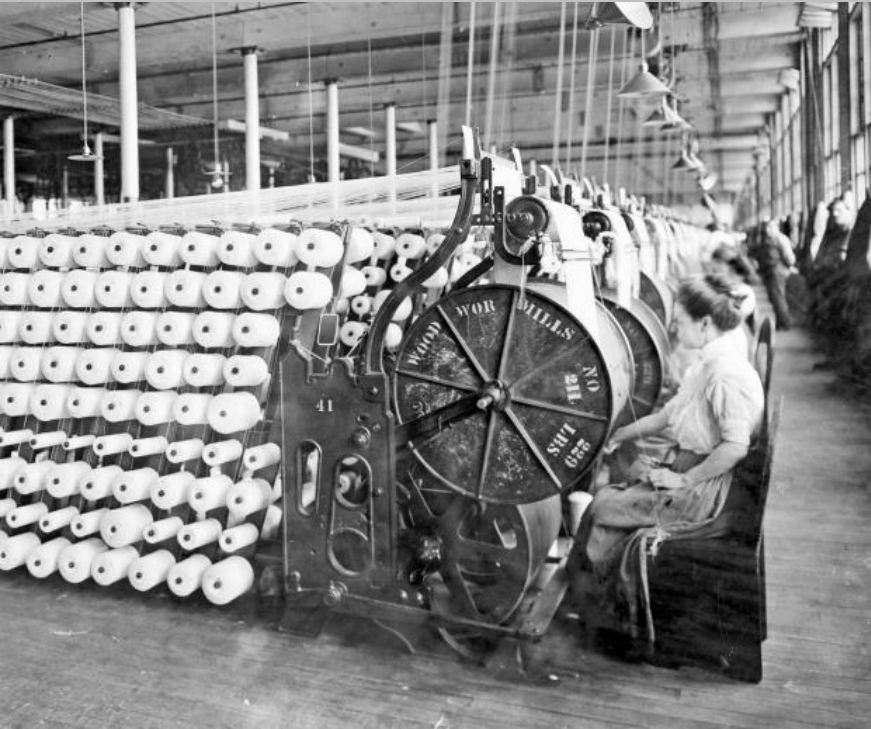
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WAIT AND SEE ATTITUDE

174 reported occupational deaths p.a. in the UK

Estimated to be work related:

- One million skin diseases,
- One million bladder diseases,
- 170,000 respiratory diseases,
- 45 000 deaths from respiratory disease p.a.
(up to 15 000 p.a. from occupational exposure),
- 80,000 asbestos deaths (5000 p.a. currently),
- Up to 8% of all cancers (up to 12,000 p.a.),
- Could be up to **30,000** deaths per annum from occupational ill health.



U.K. Statistics for 2020...

Approximately:

- 142 Construction worker deaths
- Approximately 5,000 deaths (*roughly 96 per week*) per annum from asbestos related deaths... hence approximately 20 tradespeople per week die from asbestos related deaths.
- Approximately 6,000 deaths (*roughly 115 per week*) per annum by suicide. Approximately 80% of these deaths are male, aged <45, therefore approximately 92 suicides per week in this bracket.

Health ... reality

- Sickness absence in the workplace in UK in 2018 estimates 141.4 million working days lost due to sickness or injury (ONS 2019)
- Presenteeism – estimated to cost x1.5 that of absenteeism
- <https://workinmind.org/2019/04/15/presenteeism-ill-health/>

British businesses lose £81 billion per year as a result of employees' ill-health – which is 35.6 working days per employee, on average

- Health definition...

World Health Organisation (WHO) definition of 'Health'

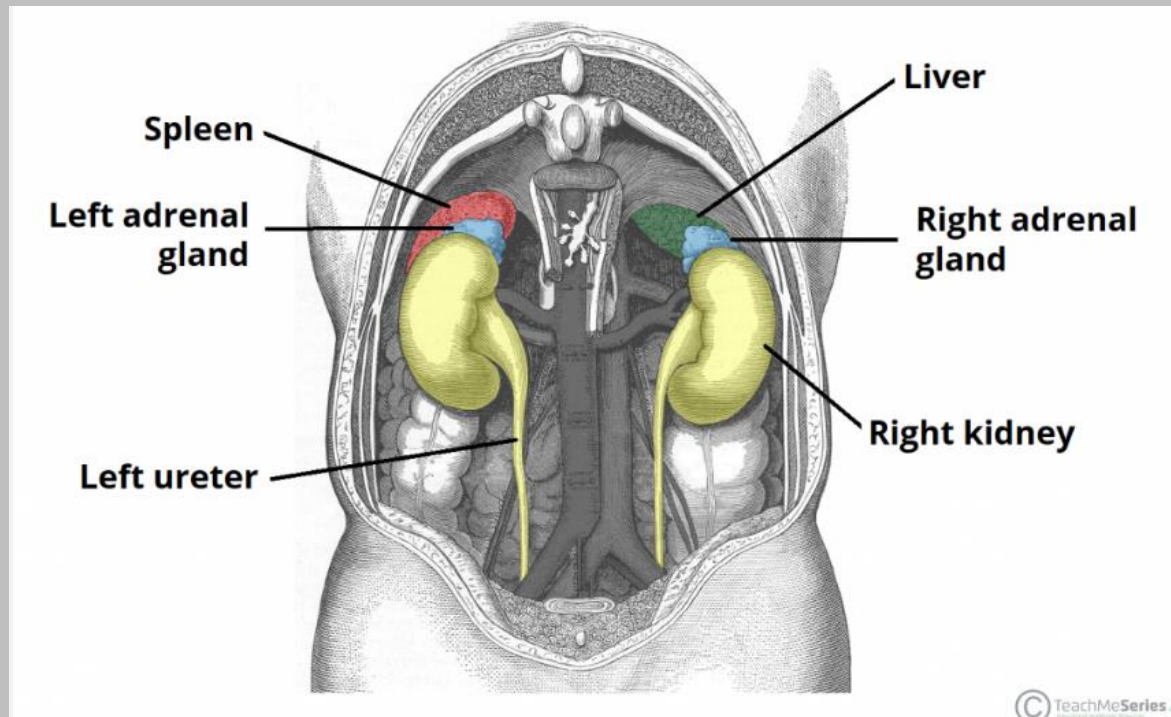
“... a state of complete physical, mental and social well-being, not merely the absence of disease or infirmity”.

in 1948

Wellbeing covers...

- Societal Health
- Environmental Health
- Individual Health
 - Physical
 - Mental
 - Emotional
 - Social
 - Spiritual
 - Sexual

What is stress for?



What is Adrenalin for?



Primary Prevention

Factors we need to look at are listed as the HSE's 6 Primary Prevention areas for avoiding stress.

- DEMANDS
- CONTROL
- SUPPORT
- RELATIONSHIPS
- ROLE
- CHANGE

Secondary Prevention

This tier of prevention is aimed at arming employees with the skills to cope with demands and stress and change in the workplace.

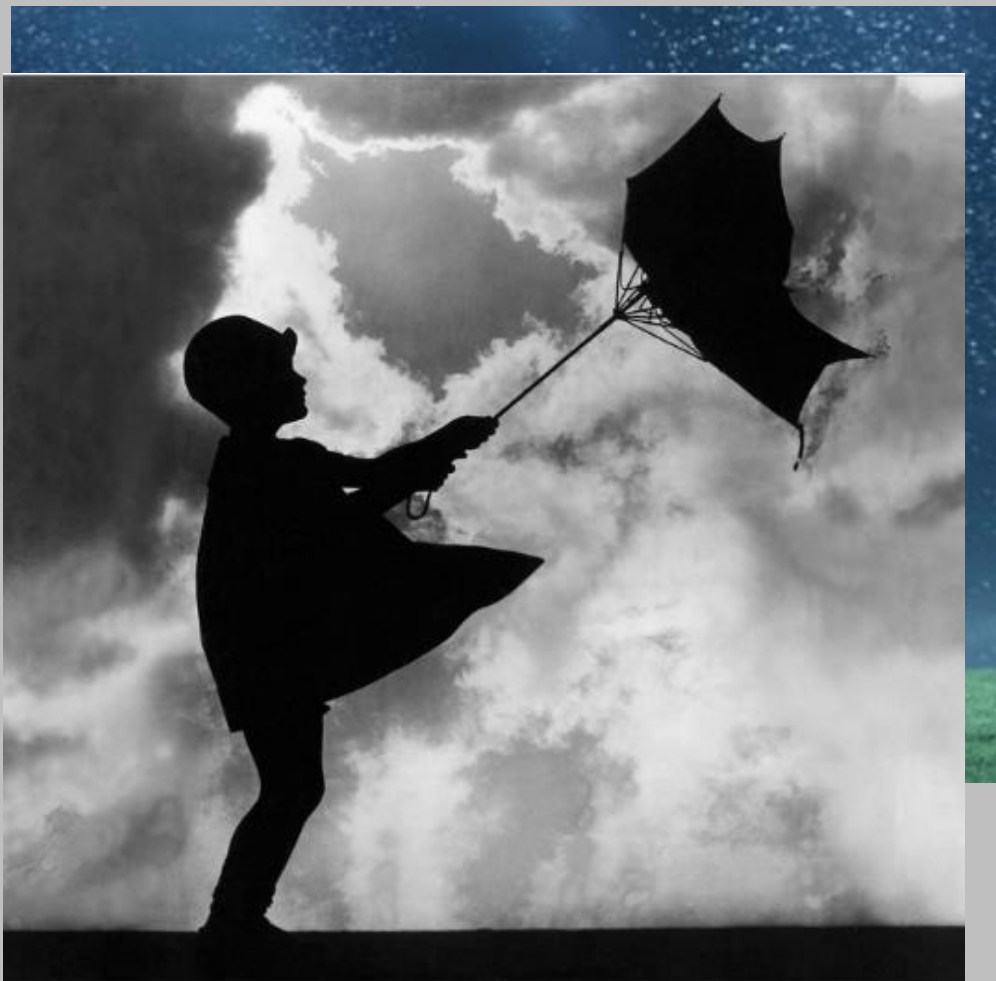
- Effective Job Training
- Time management
- Assertiveness training
- Anger Management
- Stress avoidance techniques and how to recognise the signs and symptoms of stress

Tertiary provision of support

The 3rd tier in your toolbox against stress is providing support when stress is identified as an issue for a staff member. This might take the form of...

- Counselling
- Cognitive Behavioural Therapies (CBT)
- Employee Assistance Programs

In short, H&S and Employment Law are umbrellas...



Wellbeing is a better shelter from the storm...

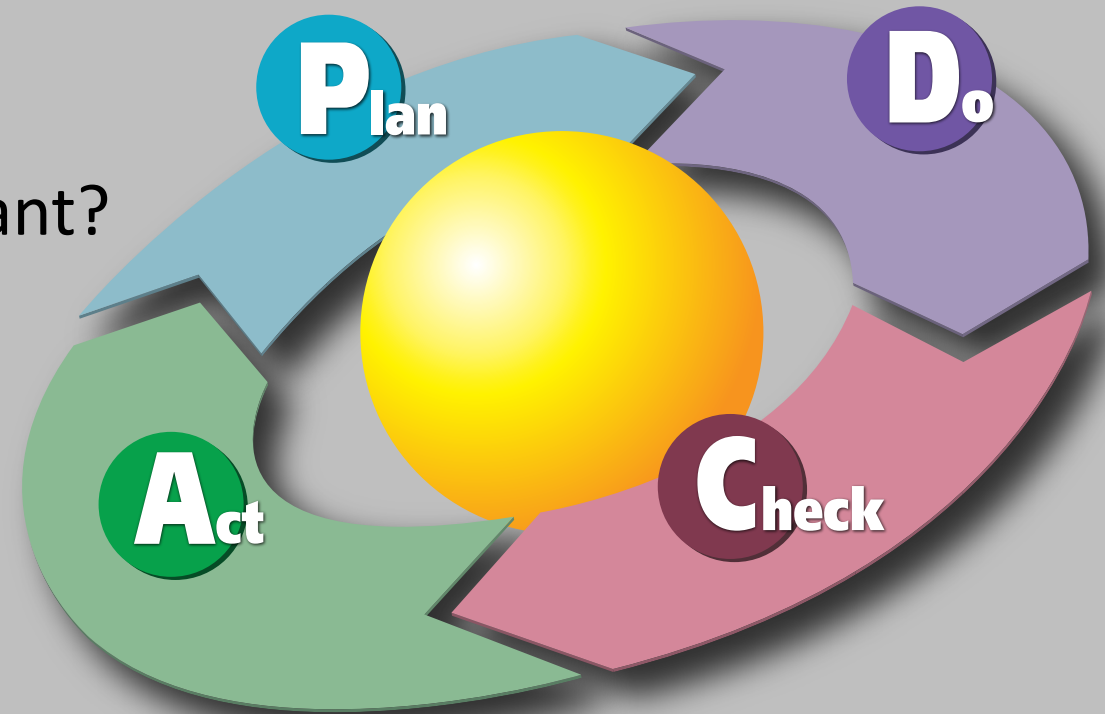


The Solution?...

- New Government initiative to develop an Occupational Health Strategy for the UK.
- Need to set up systems to differentiate ill health caused by **work** from that caused by **life style**.
- Extend care of the employer into 'life style' issues e.g. smoking, obesity, alcohol.

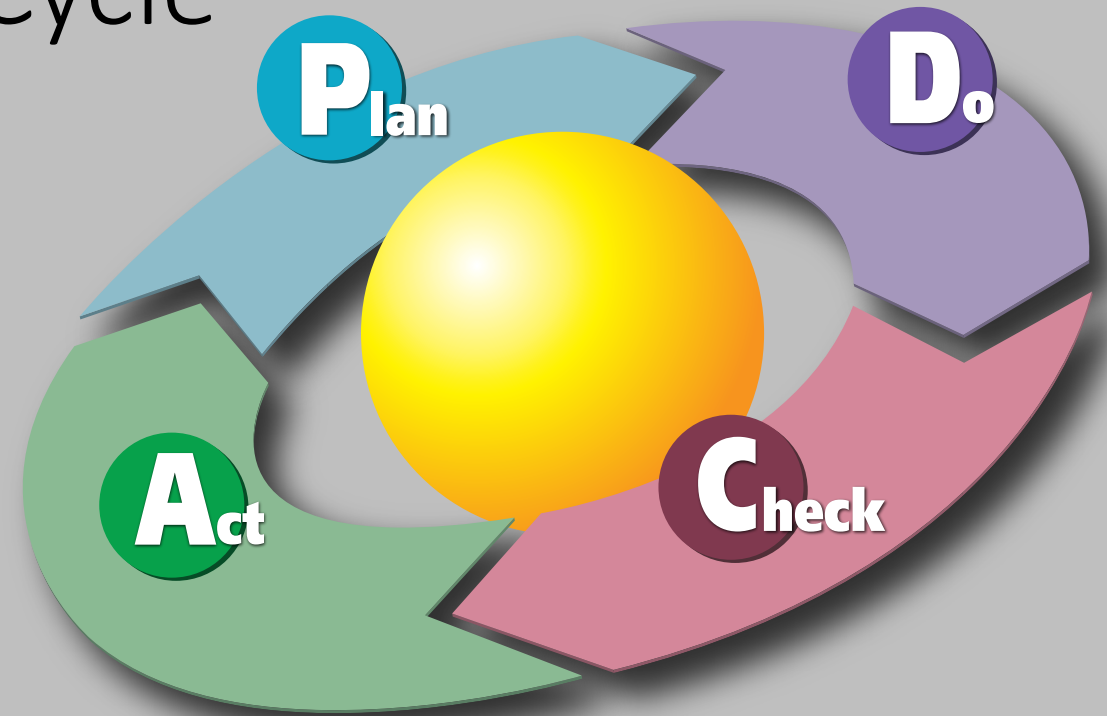
First Steps And The PDCA Cycle

- Very first step is Plan.
- What sort of organisation do YOU want?
- Key element of HSG 65



First Steps And The PDCA Cycle

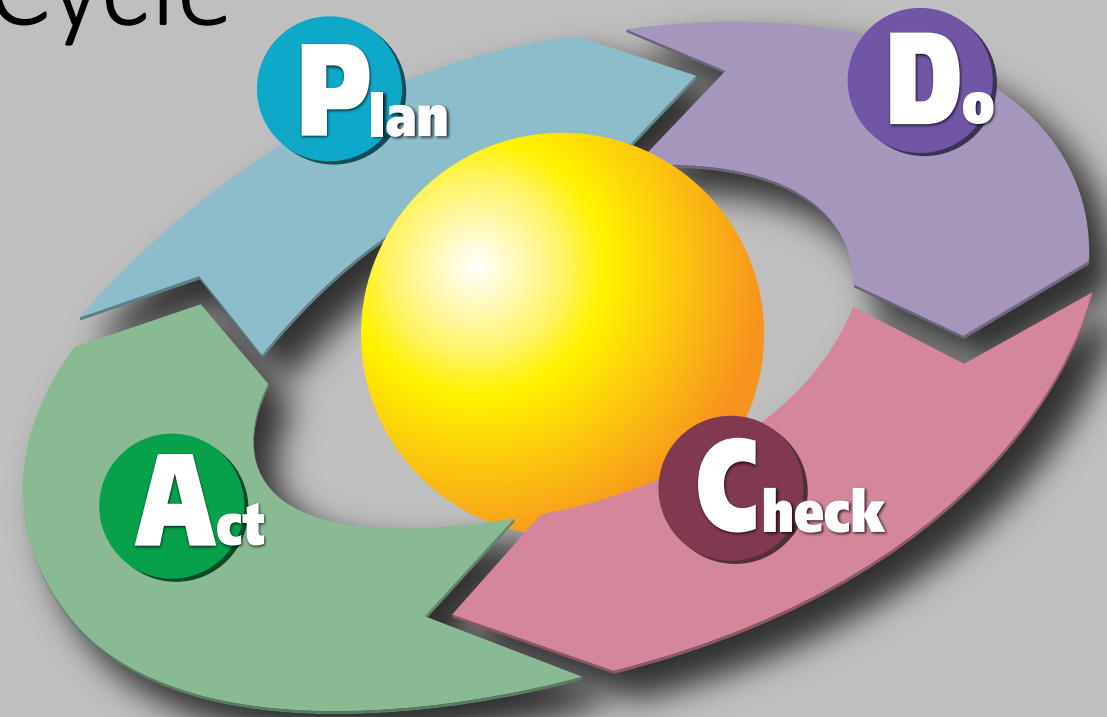
- Next step is Data Collection.
 - Finance
 - HR
 - H&S
- Analyse this – data, data, DATA!



- Review Your Stress Management Policy

First Steps And The PDCA Cycle

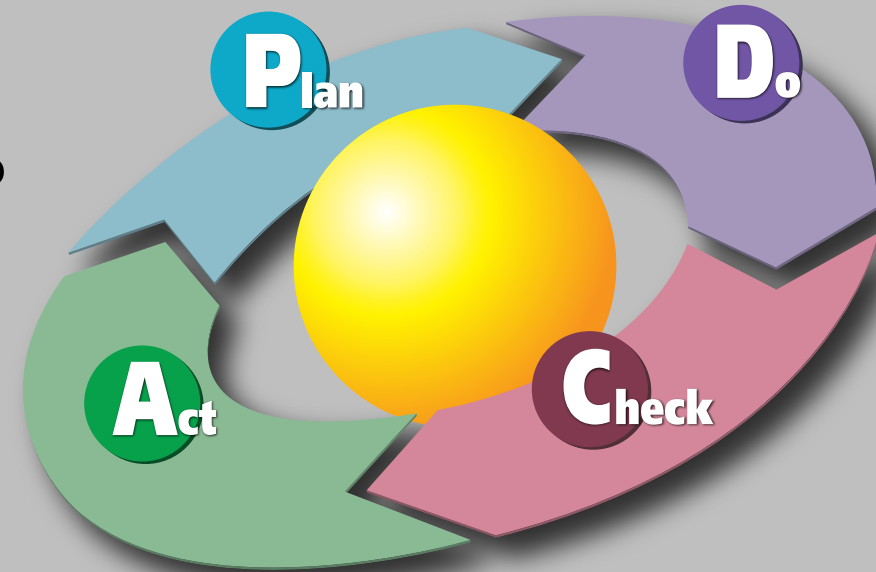
- Next step is Data Analysis.
 - Finance
 - HR
 - H&S
- Analyse this – data, data, DATA!
- Staff Wellbeing Survey



What does your data tell you?

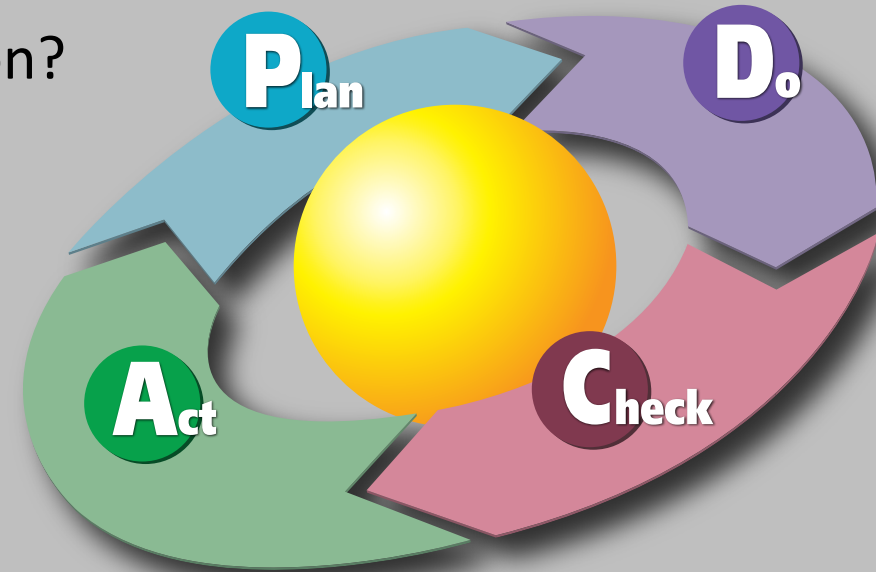
Putting together your Plan...

- You have evidence of WHERE your organisation is.
- What needs to change to realise YOUR VISION?
- WHO is going to do this?
 - Looking at Change Management



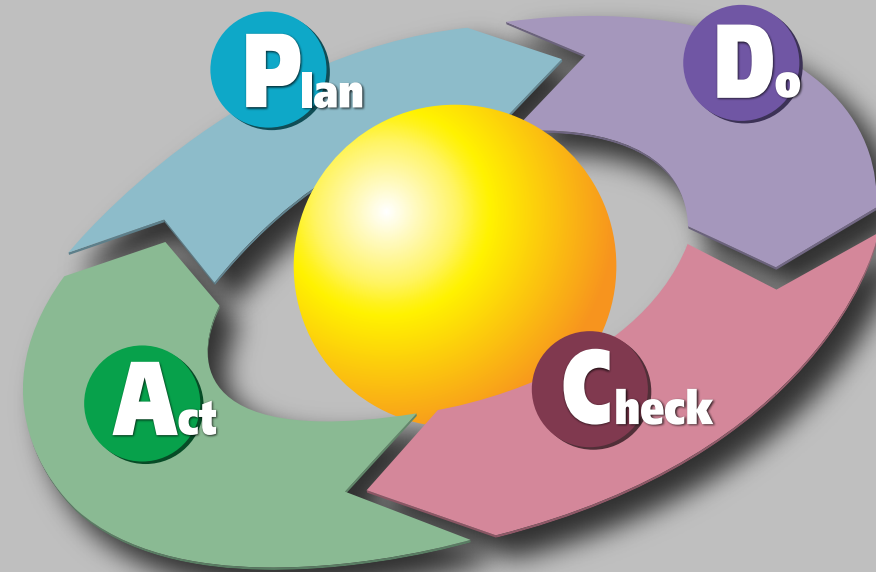
Putting together your Plan...

- WHO is going to do this?
 - What support do you need to implement your vision?
 - What support are THEY going to need?
 - What training do these staff need?
 - Allocate a 2 hour slot to sit with these people and plan your way forward for wellbeing.
 - Include goals for: Finance, HR, H&S



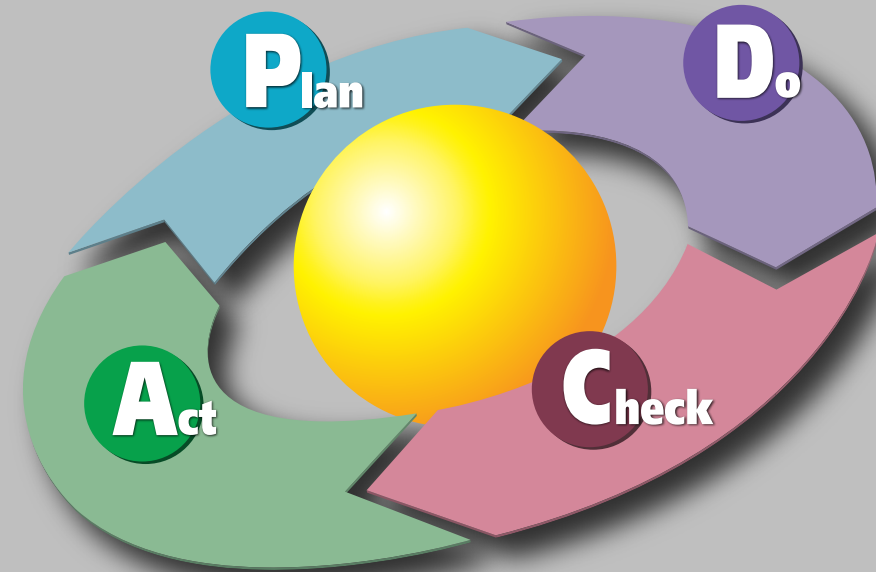
Putting together your Plan...

- WHAT TO INCLUDE...
 - Understanding and buy-in from your team
 - Training on Wellbeing, Mental Health, Stress Awareness.
 - Training on MHFA.
 - Focus on primary interventions
 - What issues are your staff facing?
 - How are conversations taking place?
 - How are you supporting them?
 - What evidence are you producing?



Putting together your Plan...

- WHAT TO INCLUDE...
 - 3 year Goals broken down into SMART Goals
 - Finance
 - HR
 - H&S
- ANY QUESTIONS SO FAR?



Emma's top 3 tips for setting yourself up for workplace wellbeing success...

1. Ensure genuine buy-in from top/senior management.
2. Involve all staff, create 'safe to talk' spaces and effective feedback loops (loops – not straight lines!) and support networks, including support for yourself.
3. However long you think you will need – treble it! For most companies, this process is Change Management so do not underestimate the significance of the job you are undertaking.



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