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A guide to improving workforce wellbeing

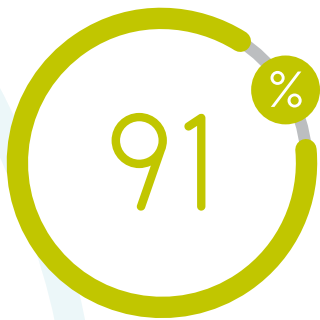
Supporting your employees mental and
emotional health.

Health Assured are passionate about putting mental health on the agenda. Cultivating a workplace culture that elevates workforce wellbeing has never been more important. Whether it's health issues, money worries or bereavement—life's challenges can take their toll. Supporting your employees mental and emotional health can help them through hard times.

COVID-19 raised mental health to the top of workplace priorities. So it's a great time to take the ball and run with it. As an employer, you have a duty of care to protect your employees. But more than that, we should all be looking out for each other. Create a workspace where all feel welcomed, valued and appreciated. The success of your business depends on it.

This guide will help you to strengthen workforce wellbeing in simple, actionable ways. We'll provide first steps for putting mental health on the agenda and enhancing long-term wellbeing.

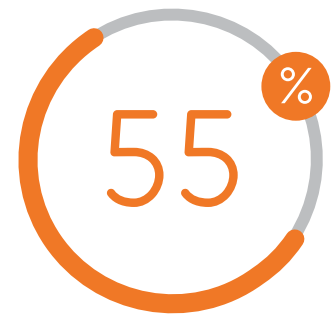
Why is workforce wellbeing **so important?**



Of organisations suffer from stress-related absences.

1 in 4
People

Will suffer from mental health issues at some point in their lives.



Of employers said they would like to improve staff wellbeing but don't feel they have the training or guidance.

Mental health issues can derail self-esteem, motivation and ability to cope with day-to-day life. If your employees are struggling, their work-life has likely taken a knock too. This can lead to increased absence levels, higher staff turnover and a greater capacity for error. Workplace culture takes a hit, and so does business performance too.

But if you can support employees at work, the road to recovery can seem a lot less daunting. The effects on workplace morale can be monumental too.

First steps in your **wellbeing** action plan

If you're reading this guide, then in our eyes—you're in the right place. You're ready to act and empower workforce wellbeing. Here's how:

Wellbeing surveys

All good journeys have a starting point. The journey to improving workforce wellbeing is no different. But it's hard to get a sense of direction when you don't know where you're starting from in the first place.

Gauge the current state of employee wellbeing with a survey. You could ask questions like how would you describe the current approach to workplace wellbeing? Or what would you like to see more of to improve workplace wellbeing? These are the people your policies are going to affect in the long run. If you can incorporate any of their ideas into the refining process—you start putting your people first. Employees then start to feel valued and considered.

Awareness day events

Awareness days can be a great way to start the conversation around mental health in the workplace. The conversation around these movements can help to fuel your efforts. This way you'll reach a higher level of engagement with staff members.

We'd recommend holding a talk, sharing materials by email or spreading awareness with a poster. It doesn't take a lot to get people talking. Sharing these materials can steer your workplace culture in the right direction.



Taking responsibility

Have conversations with people who can improve wellbeing in the workplace. Having a dedicated HR representative who can focus on this will help you make progress. Senior leaders in the business can play an essential role in changing the direction of organisational culture. Get them on board and keep them in the loop with any upcoming communications you have planned.

Line managers are key to supporting the mental health of their teams too. Ensure managers are assessing the mental health of their employees in regular one-to-ones. It's the first port of call to protect employee mental health before it becomes an issue.

Long-term wellbeing plan

Short-term thinking won't offer the long-term benefits of improving workforce wellbeing. Here are some tips for your long-term wellbeing plan:

Employee Assistance Programme (EAP)

Employees who are struggling at work may never speak up for fear of judgement or embarrassment—this is where an Employee Assistance Programme can help. An EAP can offer confidential, impartial support from professional counsellors. Employees can access this service whenever they need it, instead of waiting a long time for counselling or medical diagnosis.

Figures show that having an EAP in place can cut absence by **45%**. Reports from users of the service also showed a **53%** improvement in feelings of anxiety. EAP's can have a drastic impact on the mental wellbeing of your workforce. Not only that, but your employees will also feel supported and cared for.



Mental health **first aiders**

We have physical first aiders in the workplace, we have fire wardens too. Having a mental health first aider can be just as crucial. More workplaces are now training designated staff members in mental health first aid. This course teaches people to identify, understand and help support a person at work who may need it.

You'll get the best of both worlds. Not only do you improve your mental health support in the workplace. You also offer employees the chance to develop their skills and boost their mental health in the process.

Create a culture **of support**

If you have an EAP—or any other benefit—in place, make sure you're signposting to it. Employees may forget the options available during times of need. But often, a friendly reminder can be all it takes for them to use the service. Make your workplace one of support, of togetherness. Be open about mental health in the workplace. Review your progress with employee check-in surveys. Ask for their feedback and feed it into your workforce wellbeing strategy for the future.

Workforce wellbeing **to-do list**

- ✓ Create and circulate a wellbeing survey
- ✓ Consider the responses from the survey & create your wellbeing action plan
- ✓ Plan awareness day activity (e.g posters, informative emails, etc.)
- ✓ Have conversations with senior staff members, HR teams and line managers about improving workforce wellbeing
- ✓ Consider a Employee Assistance Programme
- ✓ If you have an EAP in place, make sure you're regularly signposting to it
- ✓ Appoint mental health first aiders to help employees struggling in the workplace
- ✓ Review your progress with employee check-in surveys

Improve workforce wellbeing with **Health Assured**

Health Assured delivers a support programme that goes the extra mile. Highly trained specialised counsellors. Legal and financial assistance. A health and wellbeing app. Mental Health courses. Trauma Management, and more.

There is always more you could be doing to improve the lives of the people at your organisation. And with that comes benefits – for everyone involved.

Our corporate wellbeing experts can help you discover the kind of support we could offer to your organisation.



Give us a call on
0844 891 0359

We're your healthy advantage.



Contact us

