



workandwell-being

Work and well-being in the workplace

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Energy and Balance in the workplace

Positive leadership

- Nurtures hard working colleagues
- Invests time in assessing and reflecting how to develop health and well-being at work
- Provides the training needed to support the workforce thus improving attendance at work and employee motivation



How to develop health and well-being in the workplace

- Know what is really happening in the workplace
- Take steps to develop a values-based ethos that works for your company
- Invest in your workforce
- Choose and train leaders who care about the people in their team



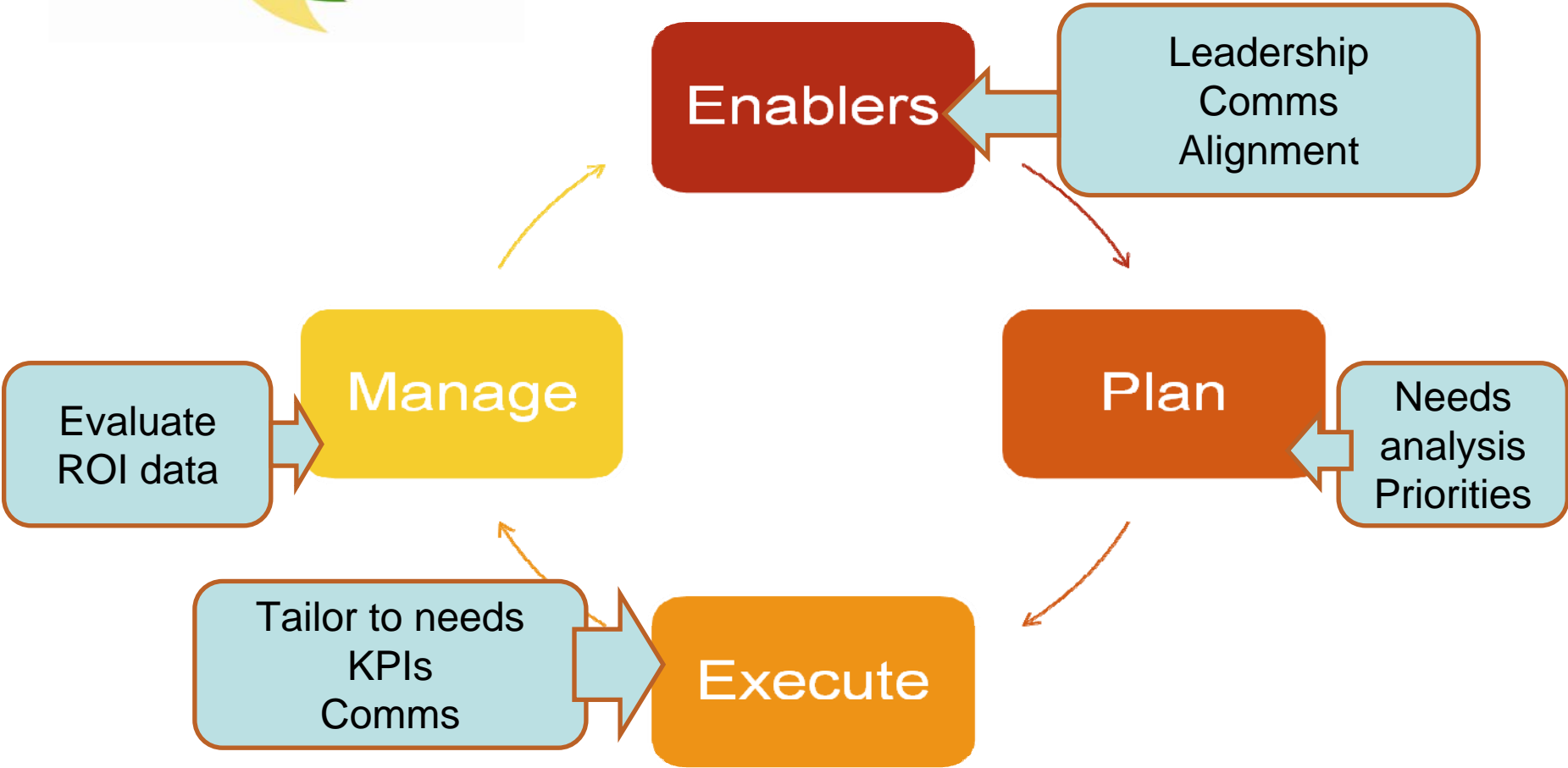
Concept – work related well-being

Definition:

‘that part of an employee’s overall well-being is determined primarily by work and which can be influenced by work-place interventions’



Well Being Framework





Local Case Study Example – Organisation Y

- 28% attrition
- 15% sickness absence
- £12m costs
- ‘Crisis situation’



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- Measure what you manage
- Identify the areas of work which employees themselves consider important to their well-being
- Prioritise data to develop an evidence-based strategy
- Shape and deliver interventions that meet the needs of staff

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Questions for leaders and managers

Do you know how your staff feel about their work place?

How do you ensure that there is a well-being framework in your company?

What strategies are you using to identify the needs of staff?

How do you encourage staff to look after their well-being at work?

How do you use your data about absences and turnover of staff to improve performance?

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