

What is the best thing you or your organisation is currently doing for your staff's health and wellbeing?

CURRENT

Flexible Working

Supporting sports teams and charity sponsorship projects

Currently revising our strategy and involving staff through forums to determine what we do

Running Health and Wellbeing events for staff

Running stop smoking courses

Yoga

Encouraging employees to get health checks

Employee assistance programme

Wellbeing Programme: health checks, counselling, time off for alternative therapies at work, stop smoking, domestic abuse

Embedding health and wellbeing into overall reward package and making accessible to everyone

Promoting cycling to work

Management Development Programme

Flexible, agile working

Coordinating strategic approach through London healthy workplace charter award - gained 'achieving' status

Managed to get MB and DPH to take wellbeing seriously, so on journey – not sure what we are going to do yet

Private advice to support and encourage effective people management / workplace relations

Enabling Flexible Working and empowering people to manage their own time

Taking it seriously and highlighting it in various ways (COMMUNICATION)

Publication of health and wellbeing initiatives for staff monthly

When an employee is off with stress sending the manager an email with link to NHS 'Moodzone' and Stress Management Policy for early intervention

Real benefit staff package

If you could dare to dream, what would be the best thing you could do for the health and wellbeing of the staff within your organisation?

DREAM

Inspire them to manage health and wellbeing themselves

Ensure every single manager has the skills, confidence and desire to create an environment where every single person feels involved and can thrive

A pleasant working environment both mental and physical perspective

Concierge services, fruit and smoothies healthy snacks, gym and pool

Reduce uncertainty, more talking time about employees

Job enrichment

Outlaw/end stress inducing behaviour by managers

Eliminate stress – make every day at work a good day! Love what you do and never work a day in your life

Health MOT's for all and bespoke programme for each member of staff. Reduce stressors with resilience programmes

Increase the level of control and choices that individuals have

Enable teams to take ownership by providing easy access – helping to help yourself

Not to do the evaluation review!! Everybody gets time off to do sports/voluntary work/relaxation and all paid for

Workload management – increased resources and unlimited holiday – the Virgin way

Managing time positively with 24/7 technology

Regular screening programme engaging people in their own wellbeing - support accurate diagnosis with treatment - create supportive environment

All managers and staff to have an honest and genuine relationship so that concerns are raised before they become problematic

Have more fun!!

Provide a work environment which is positive and supportive to allow them to function well and feel valued

What is the biggest challenge you face when moving forward with health and wellbeing within your organisation?

Challenges

Money / people having time to engage / external factors

Funding / Resource / Time

Commitment from senior managers to drive.....

Managers – not their priority even if corporation’s priority

Resource

Engagement of senior managers – not seen as important enough to do more and spend more

Finding the money to fund things that will be seen as peripheral or nannying, like equalities and training

Air time, competing priorities, resources, and communications

Culture

Understanding and accepting organisational / employer responsibility

Money and time

Cultural empathy, financial business case – the “so what” question?

Engagement and support, money, no joined up approach

Competing for scarce resources and funding

Making it more strategic to link to the preventative services agenda

Funding and resource to promote / engage

Making significant organisational change a priority

Budget constraints – reaching everyone - manager support at all levels