



*Intro To Workplace
Wellbeing Strategies And
Wellbeing When
Returning To Work*

14/05/20 - InStreatham BID

Some post-workshop resources

RENER WELLBEING

Session Outline

- *About us*
- *The business case for wellbeing*
- *Intro to wellbeing strategy development*
- *Highlighting how to support your team's wellbeing*
- *Four areas of wellbeing*
- *Q&A*

About Us

RENER WELLBEING

We support and consult companies to improve their employees' health, happiness, and performance through bespoke wellbeing services.

Holistic approach to wellbeing:

- Mental Health
- Physical Activity
- Sleep
- Nutrition

Bespoke wellbeing services:

- Workplace Wellbeing Strategies
- Bespoke Workshops
- 1:1 Wellbeing support





Why Wellbeing?

Even before COVID-19 (C-19) it could be difficult to find the headspace, time, or motivation to do everything we were required to while also looking after our own wellbeing. Now more than ever integrating wellbeing into our lives is of fundamental importance and it will continue to be post C-19.

Impacts of a Lack of Wellbeing Within Organisations

N.b. These figures are pre C-19. We believe the impact of wellbeing on organisations and individuals is far higher now.

Mental Health: 15% of the UK workforce are currently experiencing mental health symptoms. This is costing UK-based organisations £42-£45 billion (bn) per annum: £6.8bn on absenteeism, £8.6bn on turnover, and £26.6-£29.3bn on presenteeism. **This amounts to an average annual cost per employee of £1,652.**

Sleep: Over 200,000 working days are lost per year in the UK due to employees' lack of sleep, costing UK organisations over £30bn per annum.

Physical Activity and Nutrition: Organisations see an increase in absence rates, staff turnover and presenteeism when employees are not implementing these areas into their lives.

Benefits of Integrating and Enabling Wellbeing Within Organisations

Research shows that the return on investment (ROI) when investing in workplace mental health interventions is overwhelmingly positive, with an **average ROI of 5:1**. Benefits that come with integrating and enabling wellbeing within organisations include improved communication, team work, performance and productivity, as well as reduced turnover and absence rates.

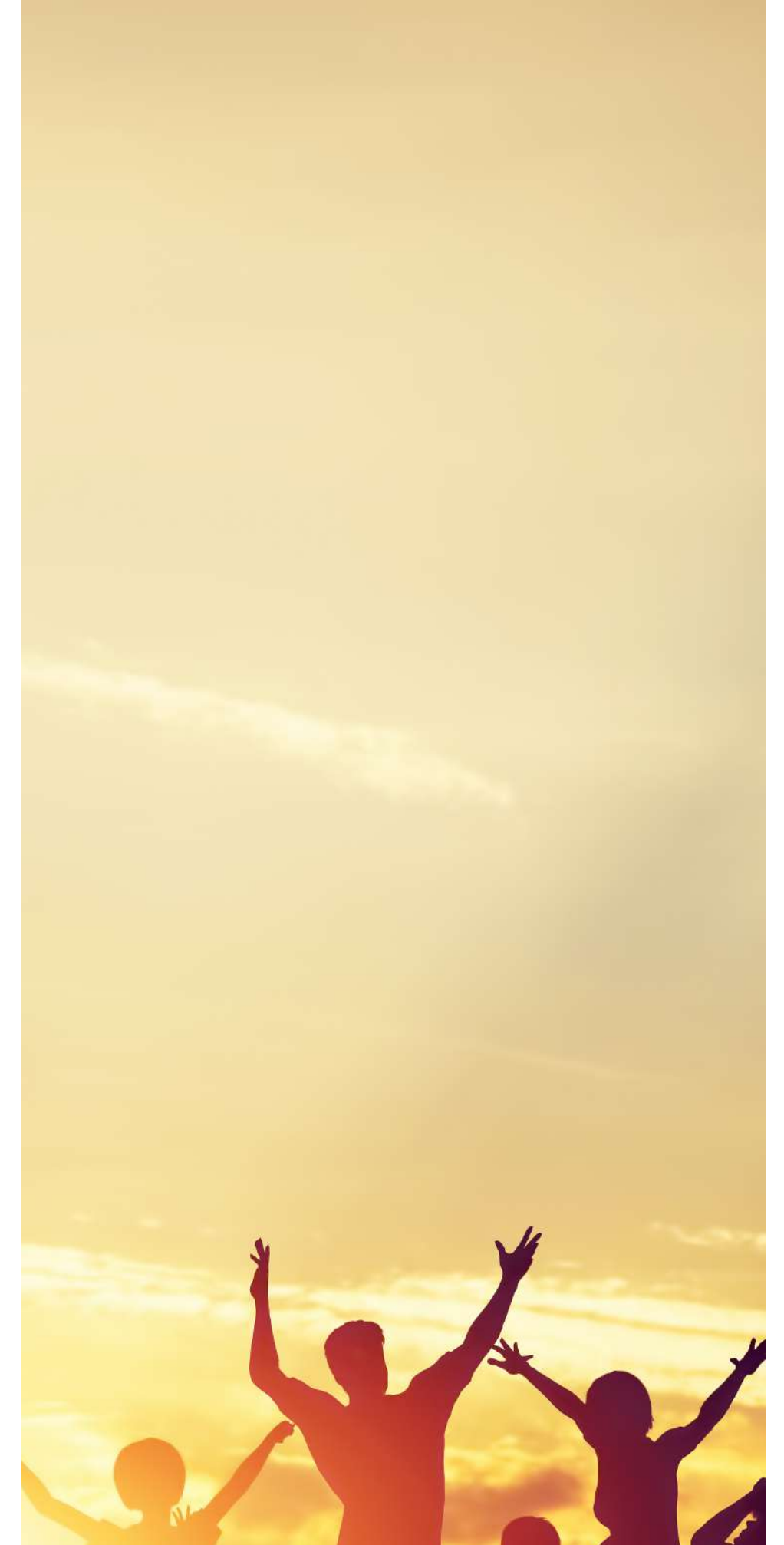
Benefits of Workplace Wellbeing

- Deloitte's Mental Health Review shows organisations that invested in mental health show consistent positive ROI
- Average ROI £5 for every £1 invested



Steps to Wellbeing Strategy Development

- Awareness Workshop
- Needs Analysis
- Strategy Development
- Strategy Implementation
- Measure
- Update





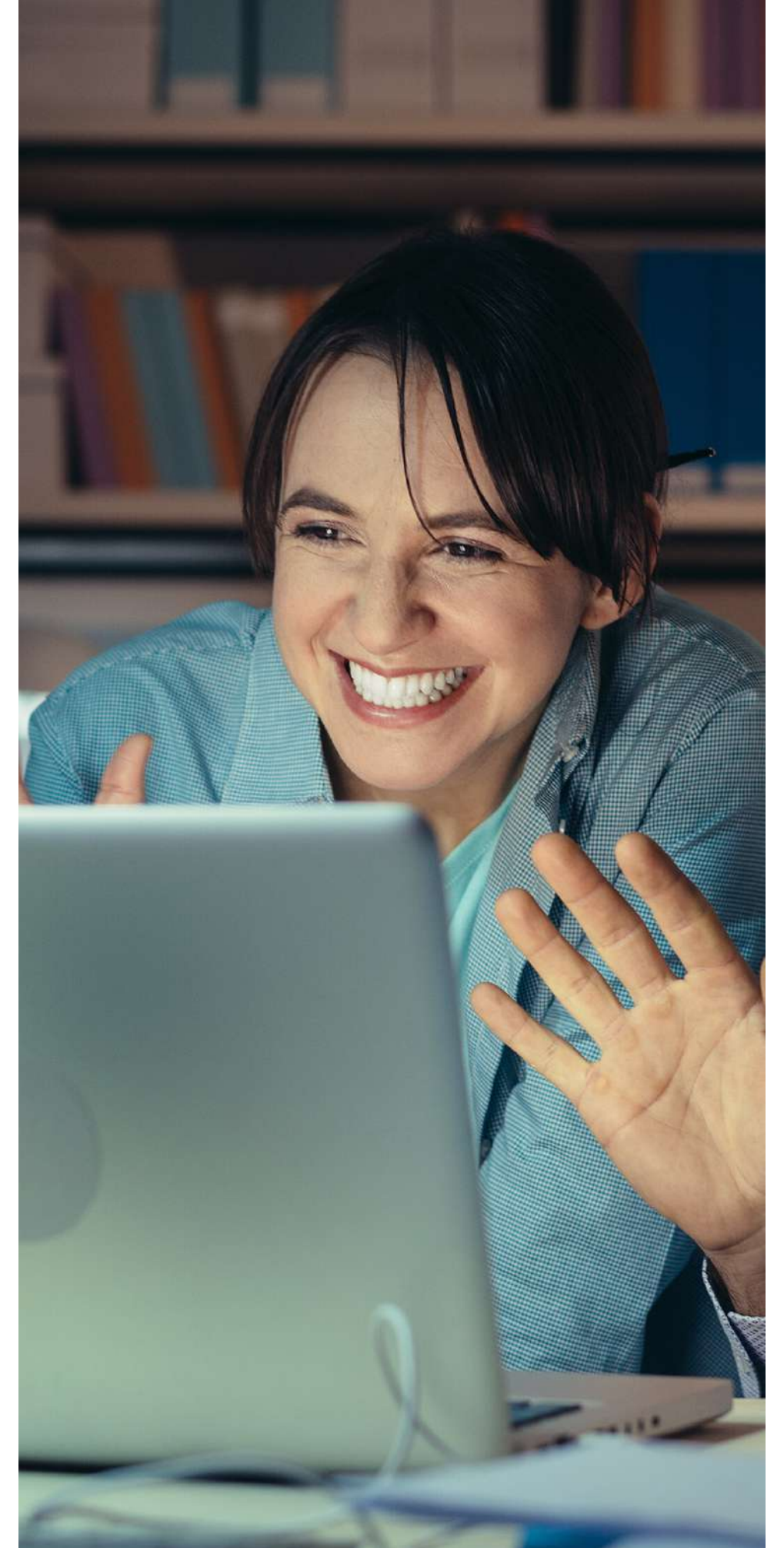
Shift 8 Ltd Strategy, by Rener Wellbeing

Happier, healthier employees + Improved Bottom Line

- Published by Greater Sport, Mad World Summit and UK Active
- Top-down buy in
- Happier and healthier staff!
- Improved productivity
- Reduced absence rates
- Reduce turnover rates
- Doubled in-year sales in just 3 months
- ROI 1:250!

Manage your team's Wellbeing

- Look after your wellbeing!
- Be open about your wellbeing and create an enabling culture
- Ask team members about their wellbeing, what is going well, areas they are finding challenging, listen to proposed solutions etc.
- Observe them to see if there are any signs of poor wellbeing
- Signpost them to internal and external services, provide them with the relevant support



A photograph of a person with long blonde hair sleeping peacefully in a bed. The person is lying on their side, facing right, with their eyes closed. They are wearing a patterned top. The bed has white pillows and a patterned blanket. The overall lighting is soft and dim, creating a calm and restful atmosphere. The text is overlaid in a light teal color.

Sleep

When did you last wake up feeling rested?

How does it impact your work?

Sleep

Resources for employers

Further information about the business impacts from lack of sleep:

RAND Europe – Why Sleep Matters

www.rand.org/randeurope/research/projects/the-value-of-the-sleep-economy.html

Further information and resources about sleep and sleep quality:

HSE – Fatigue

www.hse.gov.uk/humanfactors/topics/fatigue.htm

NHS Choices – Better sleep

www.nhs.uk/LiveWell/sleep/Pages/sleep-home.aspx

NHS Choices – How to get to sleep

www.nhs.uk/Livewell/insomnia/Pages/bedtimeritual.aspx

NHS Choices – Insomnia

www.nhs.uk/conditions/insomnia

NHS Choices – Narcolepsy

www.nhs.uk/conditions/narcolepsy

NHS Choices – Obstructive Sleep Apnoea

www.nhs.uk/conditions/obstructive-sleep-apnoea

NHS Choices – Sleep self-assessment tool for individuals

www.nhs.uk/Tools/Pages/Sleep-self-assessment.aspx

NHS Choices – Why lack of sleep is bad for your health

www.nhs.uk/Livewell/tiredness-and-fatigue/Pages/lack-of-sleep-health-risks.aspx

Information on managing specific circumstances relating to sleep:

ACAS – Managing Bereavement in the Workplace

www.acas.org.uk/media/pdf/7/a/Managing-bereavement-in-the-workplace-a-good-practice-guide.pdf

Age UK – Aiding sleep in later life

www.ageuk.org.uk/information-advice/health-wellbeing/mind-body/getting-a-good-nights-sleep

Cancer Research UK – Support for chemotherapy and insomnia

www.cancerresearchuk.org/about-cancer/cancer-in-general/treatment/chemotherapy/side-effects/about/insomnia-chemotherapy

HSE – Stress Management Standards

www.hse.gov.uk/stress/standards

NHS Choices – Tiredness in pregnancy

www.nhs.uk/conditions/pregnancy-and-baby/pages/tiredness-sleep-pregnant.aspx

TUC – Guidance on Supporting Working Women through the Menopause

www.tuc.org.uk/sites/default/files/TUC_menopause_0.pdf

Sleep

Resources for employers *continued*

Sleep and sleep condition organisations:

British Snoring and Sleep Apnoea Association
www.britishsnoring.co.uk

Narcolepsy UK
www.narcolepsy.org.uk

Restless Legs Syndrome UK
www.rls-uk.org

The Sleep Apnoea Trust Association
www.sleep-apnoea-trust.org

The Sleep Council
<https://sleepcouncil.org.uk/>

Mental health resources:

Business in the Community and Public Health England – Mental Health Toolkit for Employers
https://wellbeing.bitc.org.uk/sites/default/files/mental_health_toolkit_for_employers_-_small.pdf

Mental Health Foundation – How to sleep better guide
www.mentalhealth.org.uk/file/1485/download?token=BUCq_Am1

Mind – Information on sleep
www.mind.org.uk/information-support/types-of-mental-health-problems/sleep-problems/#.Wha057SFhYJ

Information about work patterns, driving and long hours:

ACAS – Changing patterns of work
www.acas.org.uk/media/pdf/5/b/B09_1.pdf

Gov.uk – Health assessments for night working hours
www.gov.uk/night-working-hours/health-assessments

HSE – Guide to managing shift work
www.hse.gov.uk/pubns/priced/hsg256.pdf

HSE – Research report on working long hours
www.hse.gov.uk/research/hsl_pdf/2003/hsl03-02.pdf

IOSH – Research on the effects of shift work on health
[www.iosh.co.uk/Books-and-resources/The-effects-of-shift-work-on-health-\(2015\).aspx](http://www.iosh.co.uk/Books-and-resources/The-effects-of-shift-work-on-health-(2015).aspx)

Safety Critical Offshore Workers – Hours, shifts and schedules
www.offshoreworkers.org.uk/files/Publications/Offshore%20report%2028%204%2016.pdf

ROSPA – Resources on driver fatigue
www.rospa.com/road-safety/advice/drivers/fatigue

Physical Activity

What is it and how can it impact your work?



Physical Activity

Resources for employers

Information about employees' health and wellbeing:

Applying Behaviour Change Theories for physical activity – Sport England

www.sportengland.org/media/11546/applying-behaviour-change-theories-real-world-examples-from-ghga.pdf

Changing Behaviour: Techniques for Tier 2 Adult Weight Management Services

www.gov.uk/government/uploads/system/uploads/attachment_data/file/620404/adult_weight_management_changing_behaviour_techniques.pdf

Consultations with registered nutritionists – Association for Nutrition

www.associationfornutrition.org

Consulting a qualified dietician – The British Dietetic Association

www.bda.uk.com

Employer's legal responsibilities – Health and Safety Executive

www.hse.gov.uk/workers/employers.htm

Link between mental and physical health – The UK Faculty for Public Health

www.fph.org.uk/relationship_with_physical_health_and_healthy_lifestyles

Information about the business case for supporting employees' health needs:

Health and Work Costs – Public Health England

www.gov.uk/government/publications/health-and-work-infographics

Mental health toolkit for employers – Business in the Community and Public Health England

https://wellbeing.bitc.org.uk/sites/default/files/mental_health_toolkit_for_employers_-_small.pdf

Musculoskeletal health in the workplace – Business in the Community and Public Health England

https://wellbeing.bitc.org.uk/sites/default/files/business_in_the_community_musculoskeletal_toolkit.pdf

Sleep and recovery toolkit for employers – Business in the Community and Public Health England

https://wellbeing.bitc.org.uk/sites/default/files/bitc_phe_sleep_recovery_toolkit-final-18.01.18.pdf

Information about creating a healthy workplace policy:

Evidence based approach to physical activity – Public Health England

www.gov.uk/government/uploads/system/uploads/attachment_data/file/374914/Framework_13.pdf

Health and Safety England obesity report

www.hse.gov.uk/horizons/assets/documents/obesityreport.pdf

Physical Activity

Resources for employers *continued*

National campaigns to encourage physical activity, healthier eating and healthier weight:

**British Nutrition Foundation
Healthy Eating Week**
www.nutrition.org.uk

Change for Life
www.nhs.uk/change4life

National Bike Week
<http://bikeweek.org.uk>

National Fitness Day
www.nationalfitnessday.com

One You
www.nhs.uk/oneyou

The Workplace Challenge
www.cspnetwork.org/services/programmes/workplace-challenge

Information about physical activity:

Identifying what works for local physical inactivity interventions
<http://researchinstitute.ukactive.com/downloads/managed/Whatworks.pdf>

Lack of activity and its effect on health
www.gov.uk/government/uploads/system/uploads/attachment_data/file/374914/Framework_13.pdf

Musculoskeletal disorders and absence from work
<https://fitforwork.org/employer/preventing-absence/common-causes-of-work-absence/>

Physical activity benefits for adults
www.gov.uk/government/uploads/system/uploads/attachment_data/file/541233/Physical_activity_infographic.PDF

Workplace culture and success of physical activity promotion programmes
<http://researchinstitute.ukactive.com/downloads/managed/Whatworks.pdf>

Simple steps that can make a difference to people's health:

Benefits of taking the stairs
www.stepjockey.com/health-benefits-of-stair-climbing

Cyclescheme UK
www.cyclescheme.co.uk

Effects of display screen equipment on one's health
www.hse.gov.uk/msd/faq-dse.htm

Setting up a workplace walking club
www.pathsforall.org.uk/pfa/walk-at-work/walk-at-work.html

Technology – 10 free apps to help keep you healthy
www.nhs.uk/oneyou/active10/home#MDMdhdm2LjkWZmyG.97

Tips for shift workers – National Sleep Foundation
<https://sleepfoundation.org/shift-work/content/tips-healthy-eating-and-exercising-when-working-shifts>



Nutrition

How does it impact your work?

Nutrition

Resources for employers *continued*

Information on healthier weight and weight management:

Attitudes towards obesity

www.bsa.natcen.ac.uk/latest-report/british-social-attitudes-33/obesity.aspx

Accessing weight management support

www.nice.org.uk/guidance/PH53

BMI and obesity

www.ncbi.nlm.nih.gov/books/NBK63699/

Cancer Research UK – Diet and cancer

www.cancerresearchuk.org/about-cancer/causes-of-cancer/bodyweight-and-cancer/how-being-overweight-causes-cancer

Evidence-based guidance to support practitioners, commissioners and providers of Tier 2 weight management services, Public Health England

www.gov.uk/government/publications/adult-weight-management-services-commission-and-provide

Evidence-based weight management services

www.gov.uk/government/publications/adult-weight-management-services-commission-and-provide

Evidence-based weight management services – National Institute for Health and Care Excellence

www.nice.org.uk/guidance/ph53

How your GP can help you lose weight

www.nhs.uk/Livewell/loseweight/Pages/WhataGPcando.aspx

National Diet and Nutrition Survey (NDNS)

www.gov.uk/government/statistics/ndns-results-from-years-5-and-6-combined

NHS Health Survey for England

<https://digital.nhs.uk/catalogue/PUB22610>

NHS Healthy Weight Calculator

www.nhs.uk/tools/pages/healthyweightcalculator.aspx

NHS Weight Chart

www.nhs.uk/livewell/loseweight/pages/height-weight-chart.aspx

One You Campaign

www.nhs.uk/oneyou/about-one-you#KzmJYKDTE5dpDHhv.97

Preventing excess weight gain – National Institute for Health and Care Excellence

www.nice.org.uk/guidance/ng7

Sleep and obesity – US National Library of Medicines

www.ncbi.nlm.nih.gov/pmc/articles/PMC3632337

Statistics on obesity, physical activity and diet

www.gov.uk/government/uploads/system/uploads/attachment_data/file/613532/obes-phys-acti-diet-eng-2017-rep.pdf

Systematic reviews and integrated report on the quantitative and qualitative evidence base for the management of obesity in men, University of Aberdeen

www.journalslibrary.nihr.ac.uk/programmes/hta/0912701#/

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Cancer Research UK – Diet and cancer

www.cancerresearchuk.org/about-cancer/causes-of-cancer/bodyweight-and-cancer/how-being-overweight-causes-cancer

Evidence-based guidance to support practitioners, commissioners and providers of Tier 2 weight management services, Public Health England

www.gov.uk/government/publications/adult-weight-management-services-commission-and-provide

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NHS Health Survey for England

<https://digital.nhs.uk/catalogue/PUB22610>

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www.nhs.uk/tools/pages/healthyweightcalculator.aspx

NHS Weight Chart

www.nhs.uk/livewell/loseweight/pages/height-weight-chart.aspx

One You Campaign

www.nhs.uk/oneyou/about-one-you#K mzJYKDTE5dpDHv.97

Preventing excess weight gain – National Institute for Health and Care Excellence

www.nice.org.uk/guidance/ng7

Sleep and obesity – US National Library of Medicines

www.ncbi.nlm.nih.gov/pmc/articles/PMC3632337

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A person is sitting at a desk, working on a laptop. The person's hands are visible, one typing on the keyboard and the other holding a glass of coffee. The background is a wooden desk with a mouse and some papers. The overall scene is dimly lit, suggesting an indoor office or home workspace.

Mental Health

What is it and how does it impact us at work?



Mental Health

How to handle a sensitive conversation

Start with an informal chat - then formal if needed

Ask open questions e.g. "Tell me about how you are doing at the moment"

Give them time to answer, don't make assumptions!

Provide advice and support where appropriate

Come up with an action plan

Follow up on progress

Mental Health

Spotting Signs - ask yourself:

Does the individual seem overly stressed or distracted?

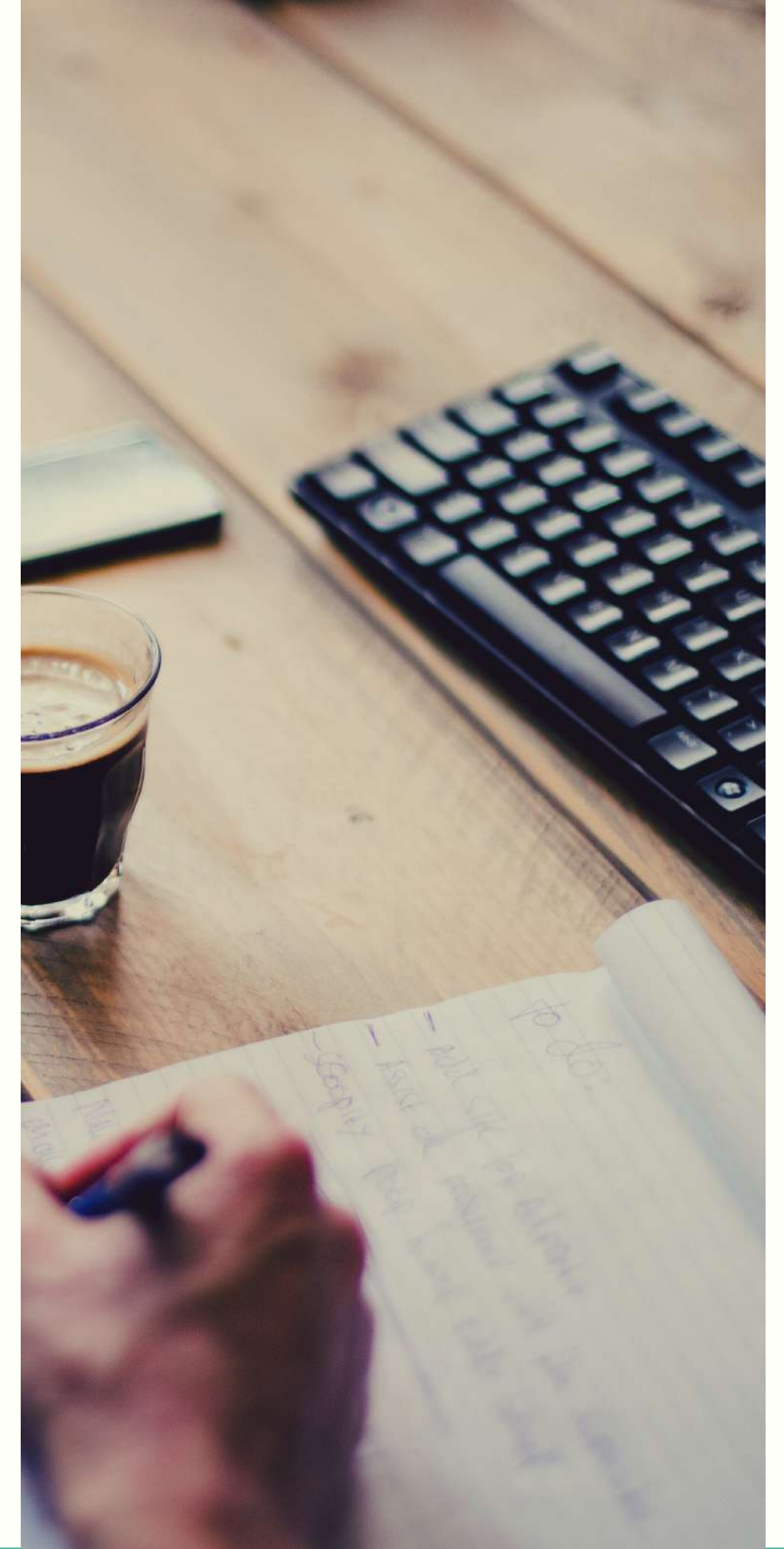
Do they appear withdrawn or shutdown?

Are they restless or jumpy?

Are they laughing incongruously?

Are they overly excited, euphoric, irritable or aggressive?

Do they appear to be taking information in?





Thank you! - Questions?

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