

HOW TO.....PROMOTE HEALTH & WELL-BEING AT WORK

The business case for promoting health and well-being at work

With employee absence running at an average of 6.6 days per person per year in 2017, healthy employees are clearly key to organisational success.

That's why many businesses are now looking at what they can do to support the health and well-being of their workforce.

This doesn't mean it's no longer the individual's responsibility to look after themselves, it's just about recognising that healthy employees make a healthy business.

Mental Health & Well-Being

Mental ill-health is now the main cause of long-term absence.

It is also a key reason for short-term absence.

Stress is now the third main reason for short-term absence.

Source: Health and Well-Being at Work (2017) completed by the Chartered Institute of Personnel and Development (CIPD)

Physical Health & Well-Being

Minor illness, such as colds/flu, stomach upsets, and headaches/migraines are the main cause of short-term absence.

Close behind is musculoskeletal injuries, such as neck strains, and repetitive strain injury.

Examples of well-being activities

Here's some examples of activities that you could consider adopting to support the health and well-being of your employees

Health Promotion

- ✓ Free eye tests
- ✓ Advice on healthy eating/lifestyle
- ✓ In-House gym or subsidised gym membership
- ✓ Health Screening
- ✓ Free flu vaccinations
- ✓ Programmes to encourage physical fitness (Cycle to Work)
- ✓ Well-being days
- ✓ Regular on-site relaxation or exercise classes
- ✓ Access to complimentary therapies

Insurance/Protection Initiatives

- ✓ Private medical insurance
- ✓ Income protection
- ✓ Health Cash Plans
- ✓ Funded or part-funded health plans

Employee Support

- ✓ Access to counselling
- ✓ Employee Assistance programmes
- ✓ Access to physiotherapy
- ✓ 'Stop Smoking/Drinking' support
- ✓ Weight loss support

I hope you found this guide useful. Contact me at Karen@KDHRSolutions.com if you would like more information.