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Happy and Healthy Workplaces

- October 31st 2017
- Innovation Centre



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- LBF has gone global with attendees from China, Russia, Ecuador, France & Greece!
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- Spanning 13 Sectors.



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Welcome

Happy and Healthy Workplaces

Joanne Carey, Nitin Makadia, Niki Evans-Ward
Evolve Health Solutions



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Workplace health is the commitment of employers and employees to improving the physical and mental wellbeing of staff. Ref - BHF.org.uk



Days lost each year
to sickness

131m



1 in 3 of the working age population in England report having at least one **long-term health condition**



131m working days are lost to sickness absence every year

By 2020, it is estimated that **1 in 3** British workers will be over the age of 50 years



Almost **1 in 6** people of working age have a diagnosable mental health condition



1 in 7 of the working age population in England report having **more than one** long-term condition

Of people with physical long term conditions, **1 in 3**

also have mental illness, most often depression or anxiety



Of people with physical long term conditions, **1 in 3**

also have mental illness, most often depression or anxiety

4.4 days are lost on average for each worker due to sickness absence



Costs of presenteeism (attending work while ill) are estimated to be **£30bn** annually



Over half of people with a long term condition say their health is a **health is a**



to the type or amount of work they can do, rising to over 80% when someone has three or more conditions

1 in 3 of employees with a long term health condition have **not discussed it with their employer**



19%

long-term sickness absence in England attributed to mental ill health





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Why so unhealthy?

Poor diet – lunch at desks

Common to work overtime

Long meetings, desk days – sedentary life

Culture supportive of bad lifestyle choices – i.e. smoking, drinks after work

Little opportunity to be healthy – i.e. cycle to work

No freedom to say how you're really feeling

Inability to identify when someone is mentally struggling





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The Downward Spiral of Health and Wellbeing

Pressure at work
No time to eat well
Lack of sleep
Aches and pains
Distraction
Not coping





well

being

#take care



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Benefits

Healthier and happier staff

Increase staff morale and loyalty

Increase staff performance and profit

Improve corporate image

Meet business and safety targets

Gaining competitive advantage

Managing absenteeism

Providing a return on investment

Improving productivity





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Top 500 companies that rock at wellbeing





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The fundamentals of wellbeing at work

- Breathing properly
- Mindfulness
- Exercise
- Support from friends and colleagues
- Water
- Diet
- Posture
- Laughter





KEEP
CALM

it's

ACTIVITY
TIME

Activity Two

Making your workplace
happy and healthy

Think about your work place and
identify what you see as your
biggest health and well-being
problems



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Activity Three

Making your workplace
happy and healthy

What do you could you do at your
organisation to improve health
and wellbeing?



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Innovative Ideas

- Walking lunch
- Informal meeting on bench outside
- Group lunch time walking
- Day of the week food – fruit Mondays etc.
- Discount for gym membership ££
- In-office gym ££
- In office shower facilities to encourage cycling to work
- Cycle shelter
- Work organized events – hill walking cycling football teams



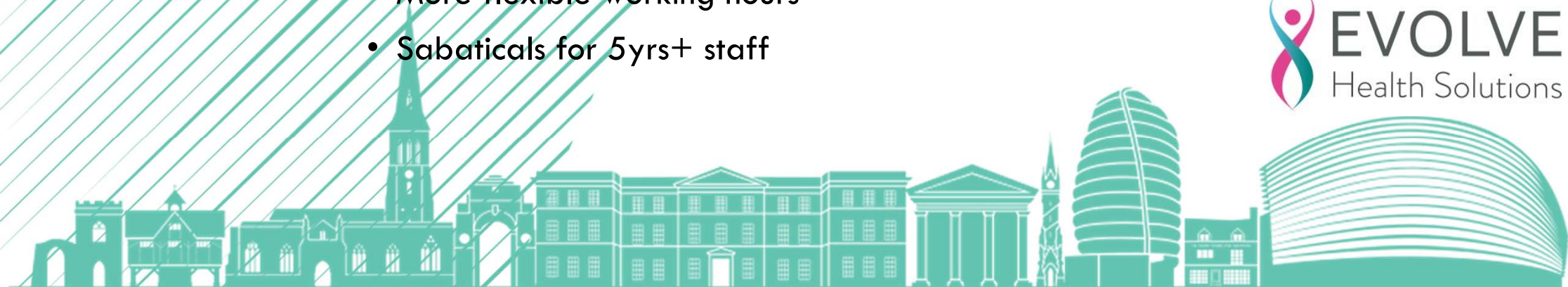


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Innovative Ideas continued...

- Get involved in healthy national events
 - Stepometer
 - Stoptober
 - Dry January
- In office yoga
- Free healthy breakfasts
- More flexible working hours
- Sabbaticals for 5yrs+ staff





KEEP
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it's

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TIME

Activity Four

Change one thing

What ONE thing will YOU do to
change your health and
wellbeing at work?



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THANK YOU

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