

Talking about wellbeing -discussion groups 25th June

Table 1: What contributes to a working environment where everyone thrives and does their best work?

Main theme

 Training, education and networking to enable people and businesses to learn together and support each other

And the rest...

- Putting wellbeing on the agenda led by senior management
- Initiatives eg mental health advisor; helper roles/champions; volunteering
- Management buy-in
- Wellbeing included in appraisals Wellness Action Plans
- Governance and structure
- Signposting bespoke solutions local charities/NHS services
- Worklife blend/balance
- Flexible working
- Equality of opportunity
- What education is out there for managers?
- Training for staff to communicate with empathy
- Peer support for champions
- Supportive HR department
- Good positive organisational culture
- Example of good practice Dawn Dutton Gregory

Table 2: What is meant by wellbeing at work?

- It's about 'the person', not just rules and procedures
- Based on recognising why people come to work
- Developing resilience and self-belief
- Admitting failure is ok, and not being a 'snowflake'

How?

- Consult with your employees and give them a voice
- Invest your time in your people and listen
- Having a joined up and holistic strategy across the whole business
- How can we innovate in Southampton?
- Using kind etiquette Social media managing without it
- Recognising imposter syndrome we are all self-critical
- Knowing you're normal going through the menopause

Table 3: Where does your responsibility end and individual responsibility begin?

Not straight-forward – it's a grey area



- Employer provides opportunities and employee takes up opportunities; no point in providing opportunities that aren't wanted
- Taylor what you do talk / ask
- The best outcome is a shared outcome
- Person centred support
- Establish a nurturing and accepting environment for those with mental health issues
- Build trust and relationships this can be harder in bigger organisations
- Have good conversations
- You can give people the tools but they need to be responsible for their own health & wellbeing but need to be open to talking about it
- Peer support is important

Table 4: Why bother? What benefit might you expect from investing in health & wellbeing? How could you measure it?

Benefits

- Performance
- Productivity motivation/engagement
- Morale
- Staff retention / turnover
- Positive recruitment / attractiveness / financial competitive edge
- Positive mental health
- Commitment

How to measure benefits

Note – the measure need to be appropriate to the target population

- Absence data (though possibly they might go up at first following making it ok to talk about mental health)
- Hit rates on portals/internet pages/sites
- Evaluation forms
- Culture/annual/ staff surveys
- Looking at Occupational Health referrals
- Employee Assistance Programmes EAPs) numbers using and reason for the contact
- Performance appraisals
- Case studies
- Participation rate in workplace activities

Table 5: How can you make it ok to talk about mental health?

- Staff meetings include health & wellbeing and mental health follow up on staff interest possibly with Mental Health First Aid training
- Have a support system of 'trusted colleagues' to offer 'soft touch' support and signposting
- Use occupational health and employee assistance lines
- Experiment and learning as you go try drop-ins
- Normalise differences and diversity



- Fun organising events / talks / lunchtime walks /active listening
- Wellbeing fairs
- Support secondary mental health issues by tackling the first/most pressing problems eg
 money worries, loneliness, bereavement, relationships homelessness to other services
 where indicated
- Engage with the Disability Confident Campaign
- Managers toolkit upskilling, increase confidence, positive role modelling eg how to support people-structures, agreed telephone/meeting intervals and employee responsibility about staying in touch etc
- Visibility structures in place
- Focus on health & wellbeing across different stages of life and in & out of work-normalise life events eg menopause, ageing concerns, living with illness/health conditions etc
- Monthly 1:1s ask 'how are you?' start with 0-5 scale of self-perspective, address home/external/general wellbeing initially rather than targets/performance
- Own responsibility to support own health & wellbeing- we can't 'do unto' promote discussions to support self-management, goals, drive and achievement in H&W/lifestyle steps
- Strategy in the workplace 'little duck' eg when someone needs quiet time to work etc example of using a little plastic duck on desk to indicate this need and colleagues to respect this-Needs to be equitable!
- Health & Wellbeing Boards
- Buy in from senior managers ie positive role modelling
- Cascade training
- Building trust 'my job is safe' concerns for employees that sharing health needs, MH in particular may raise concerns about job security and value by seniors

Table 6: How can you make your Health & Wellbeing Noticeboard attractive and engaging? (Working with an artist to create some designs)

