

What do we mean by “Wellbeing”?

A Pause for Thought

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HKU (Space) 03/12/18

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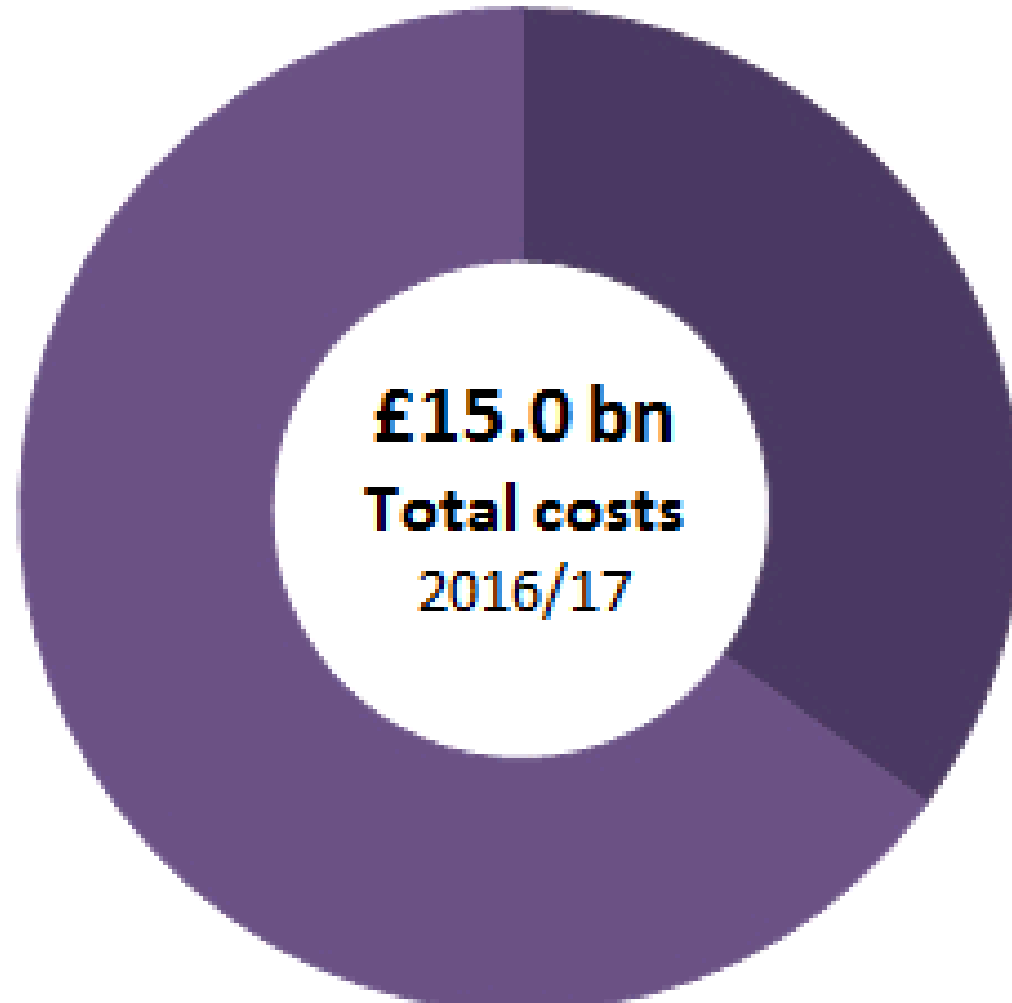


Background

Costs of ill health

HSE

£9.7 bn
Ill Health
(equivalent to unit costs of £18,400 per case)



£15.0 bn
Total costs
2016/17

£5.2 bn
Injury
(equivalent to £1.6 m per fatal injury and £8,400 per non-fatal injury)

What wellbeing strategies have I come across?

Connect – with family, friends, neighbours, people at work and school. Have a conversation, pass the time of day, make time for a chat

Be active – find a physical activity that you enjoy, step outside, go for a walk, garden

Take notice – take time to look at the day, the weather and seasons, things around you

Keep learning – try something new whether it is trying a new recipe, fixing a bike or even taking up a new course

Give – do something nice for a friend or neighbour, make some time for others

Mental Health Challenges

Mental Health Costs

- UK Economy £70-100bn pa
- 15.8 million working days lost
- Cost to employers £33-42 bn

Challenges

- Who creates it?
- Who is responsible for it?
- Who pays for it?

Work Related Absence Issues

How do employers record Absences

http://www.ucl.ac.uk/hr/docs/Resourcelink_docs/sickness_categories.php

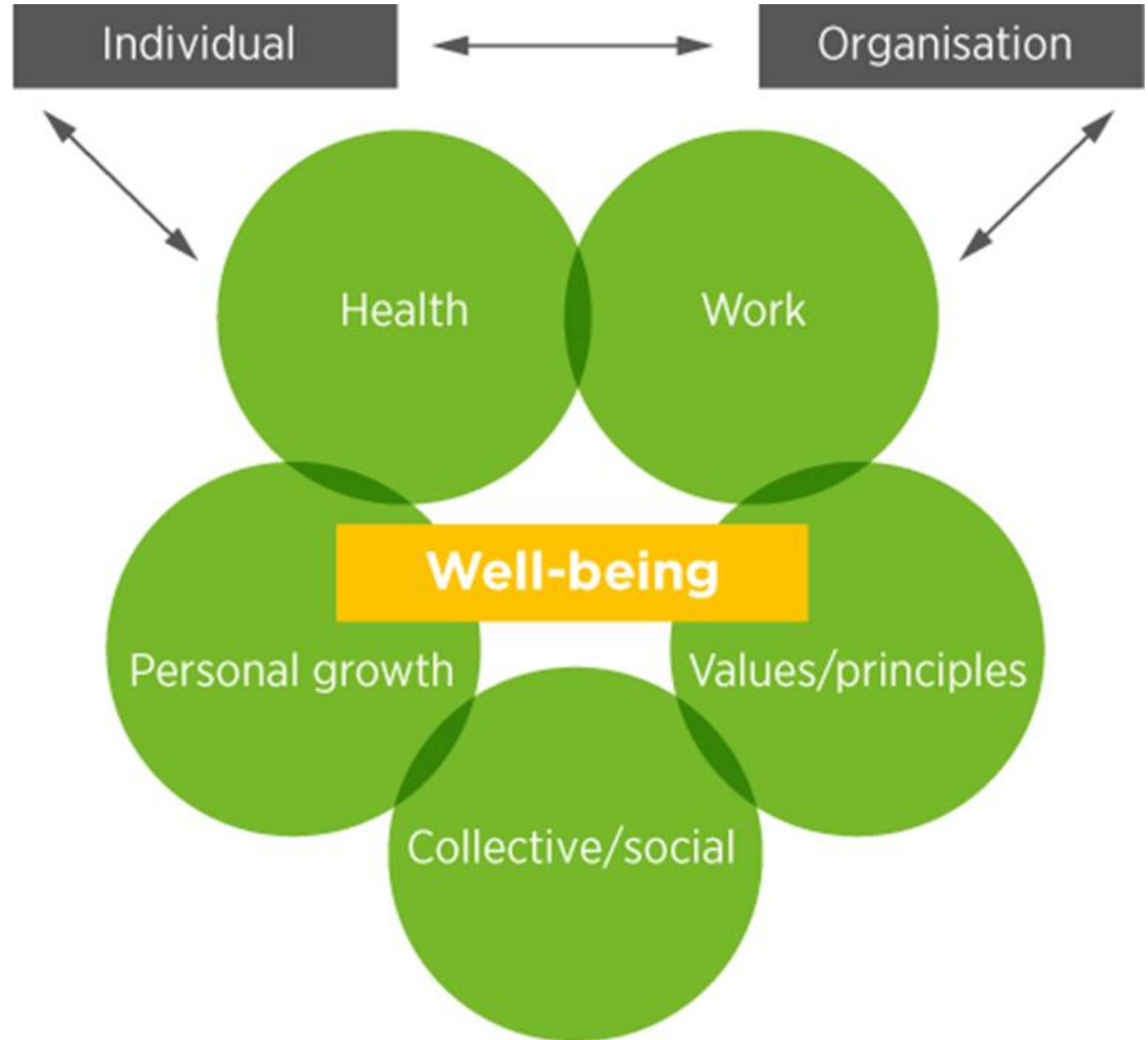
<https://www.exeter.ac.uk/staff/employment/leave/sickness/sicknessabsencereasons/>

https://www.surreycc.gov.uk/_data/assets/pdf_file/0009/62928/Sickness-Codes.pdf

View of the Chartered Institute of Personnel and Development (CIPD)

The five domains of well-being model

Consider how many elements are the domain of the Health and Safety Professional



1. Health

- Physical health
- Physical safety
- Mental health

2. Work

- Working environment
- Good line management
- Work demands
- Autonomy
- Change management
- Pay and reward

3. Values/Principles

- Leadership
- Ethical standards
- Diversity

4. Collective/Social

- Employee voice
- Positive relationships

5. Personal growth

- Career development
- Emotional
- Lifelong learning
- Creativity

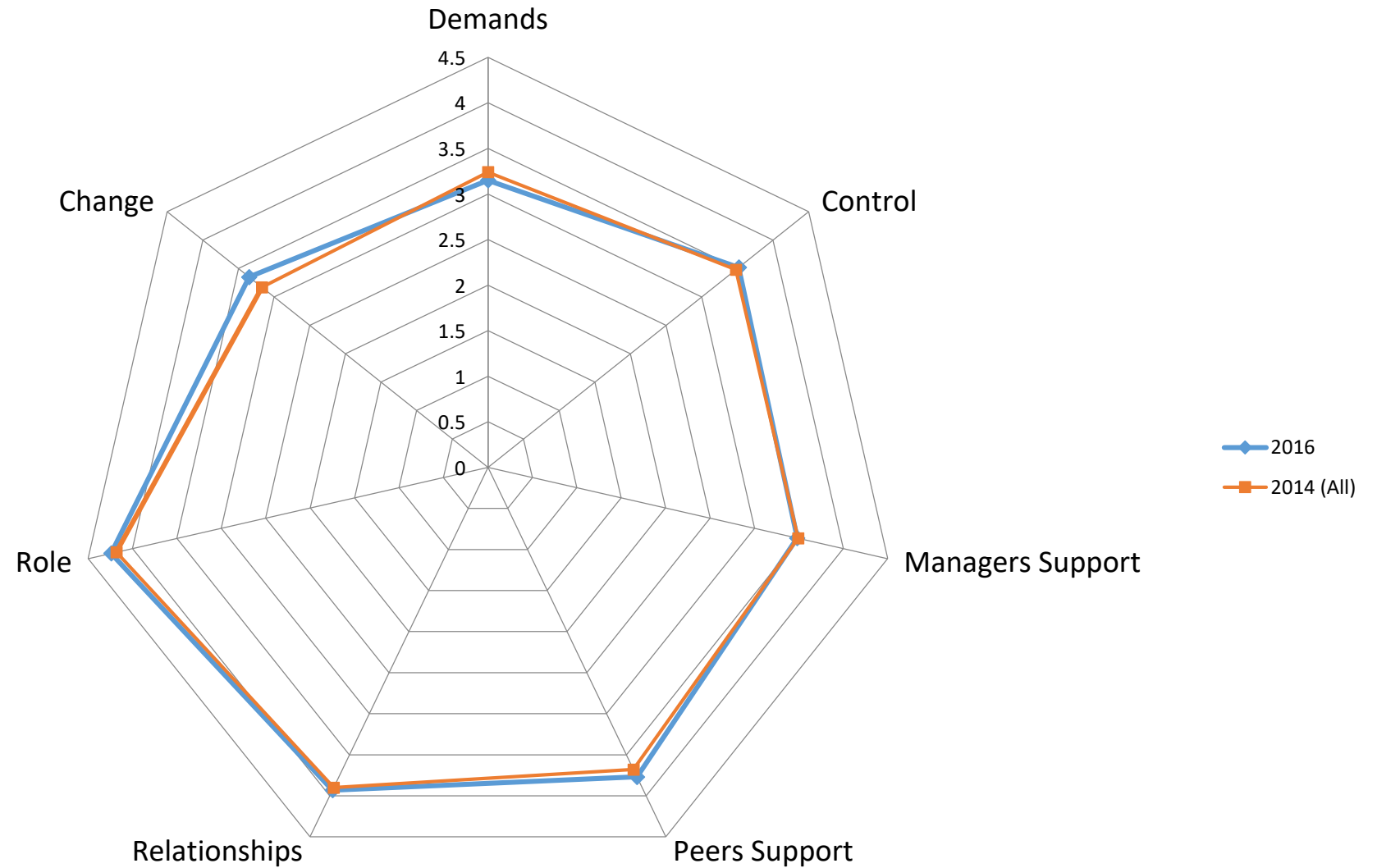
Work Related Stress/HSE Management Standards

<http://www.hse.gov.uk/stress/standards/>

What are they?

- Demand
- Control
- Support
- Role
- Relationships (Peer and Manager)
- Change

Use the results as a comparator



Comparison- question v Question

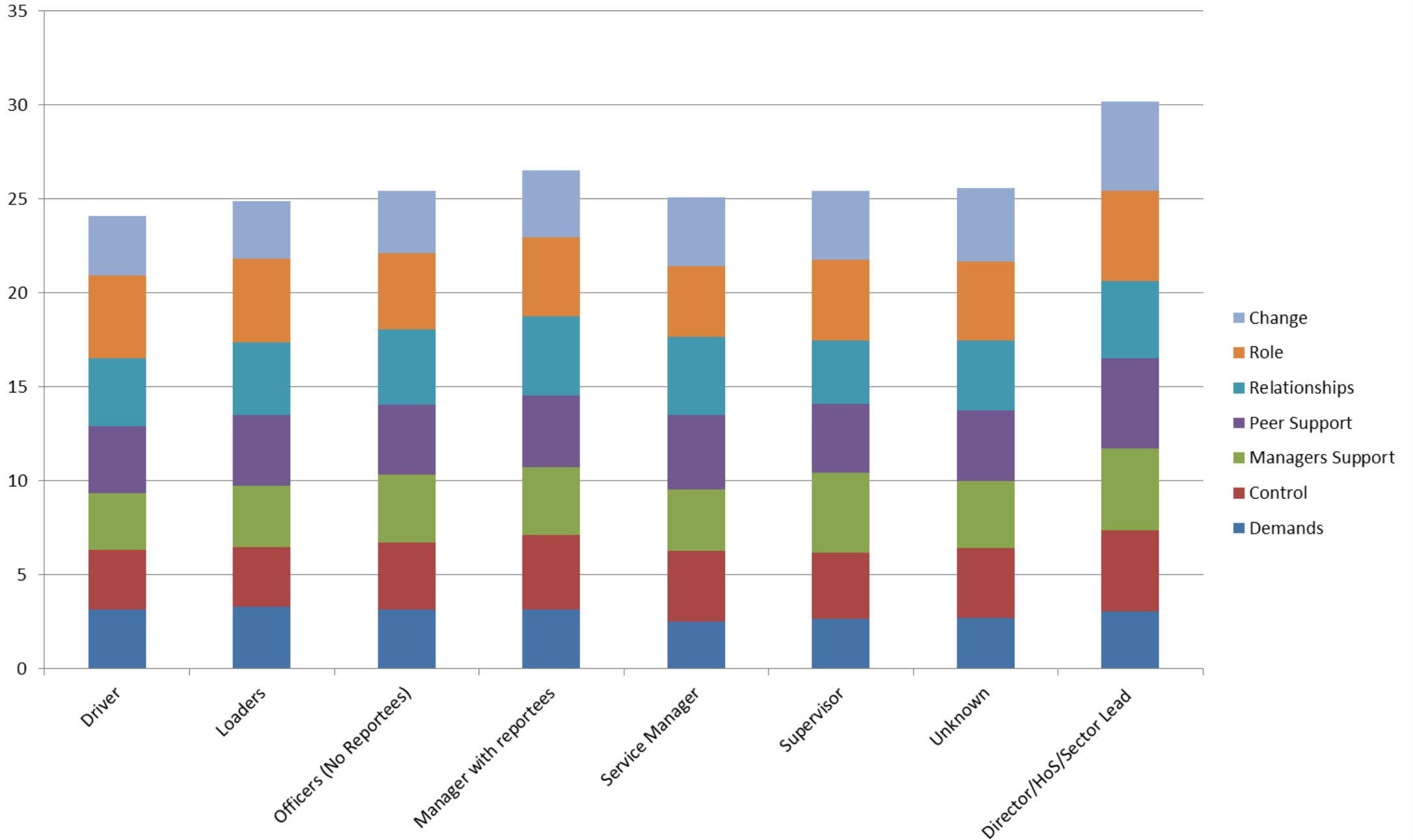
Use of Stress Management
Society Question
Weightings

Less red weightings (very
bad)

Less green weightings
(very good)

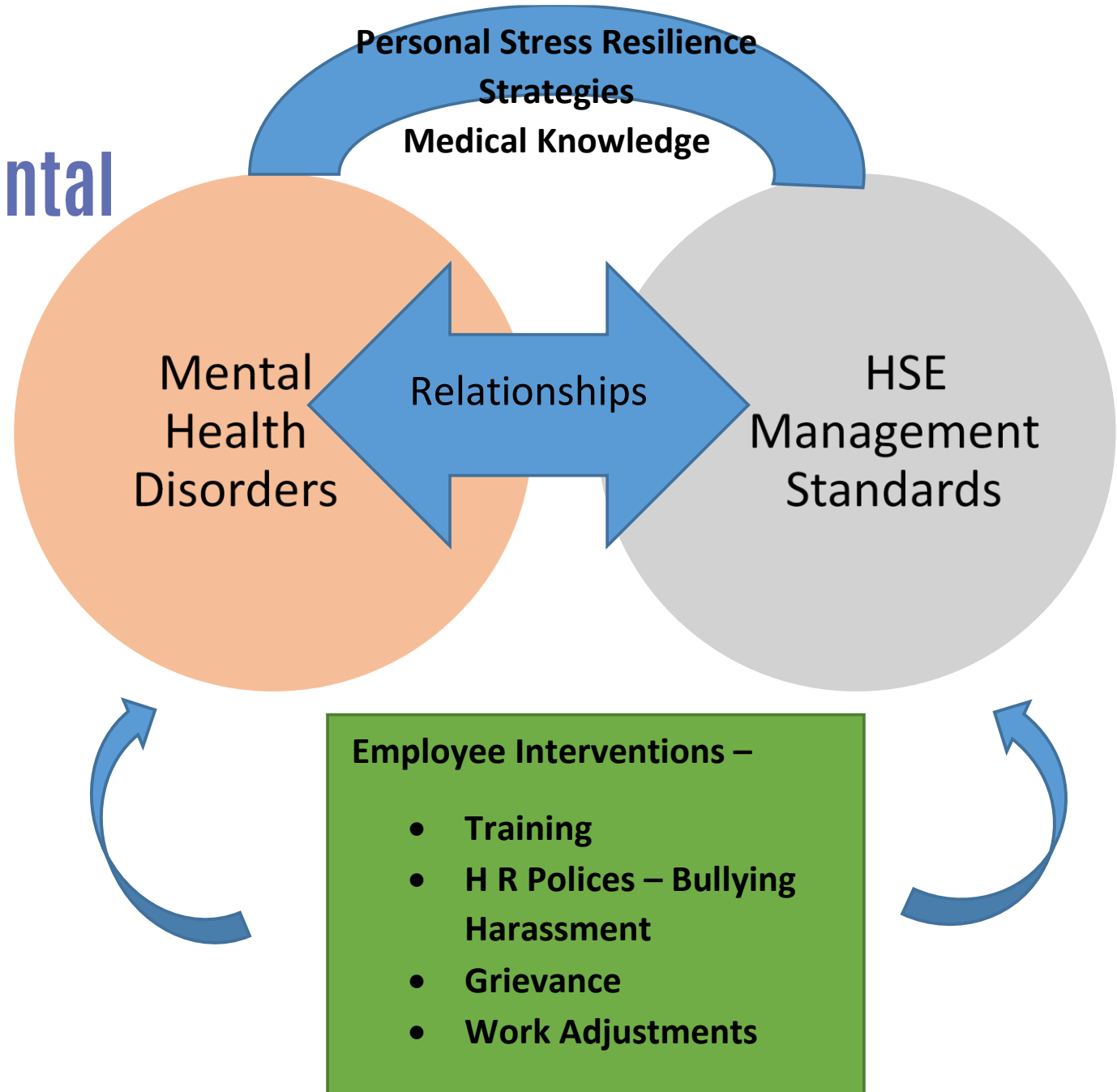
ALL	2016		2014 (Only office staff)	
1	4.31	b	4.04	r
2	3.9	b	4.02	b
3	3.19	g	3.14	b
4	4.45	g	4.29	b
5	4.31	b	4.31	b
6	3.33	y	3.47	b
7	3.8	b	3.64	y
8	3.21	b	3.27	b
9	2.24	y	2.36	b
10	3.45	b	3.47	b
11	4.35	g	4.14	g
12	3.21	g	3.01	b
13	3.96	y	3.88	b
14	3.46	b	3.38	y
15	3.73	b	3.7	b
16	3.5	b	3.68	g
17	4.11	y	3.93	r
18	3.63	y	3.86	b
19	2.95	b	2.89	y
20	2.81	b	3.08	g
21	4.59	b	4.62	b
22	3.29	y	3.35	b
23	3.65	y	3.76	b
24	3.79	y	3.7	y
25	3.61	y	3.29	r
26	3.39	b	3.31	b
27	3.76	b	3.84	g
28	3.4	g	3.01	b
29	3.73	g	3.9	b
30	3.46	b	3.74	g
31	3.71	y	3.69	y
32	3.27	g	3.24	g
33	3.29	b	3.37	g
34	3.38	b	3.43	b

Management Standards - By Level in the Organisation



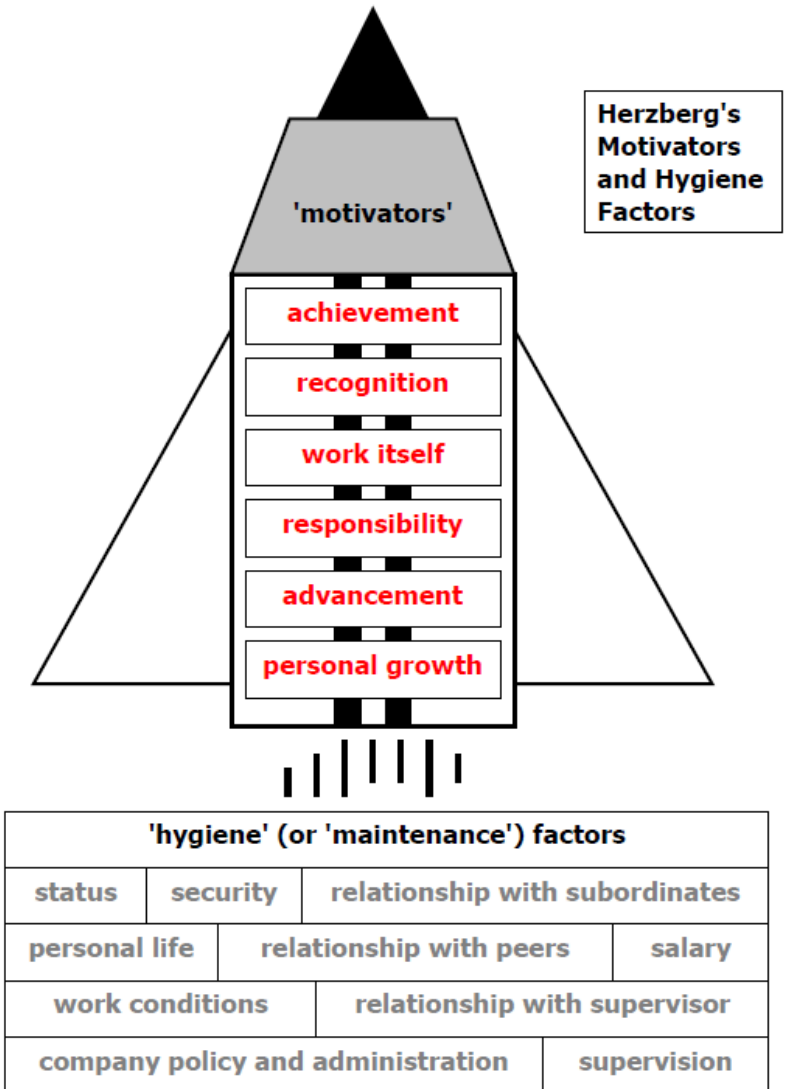
Thoughts Going Forward

Holistic Model of Mental Health Challenges



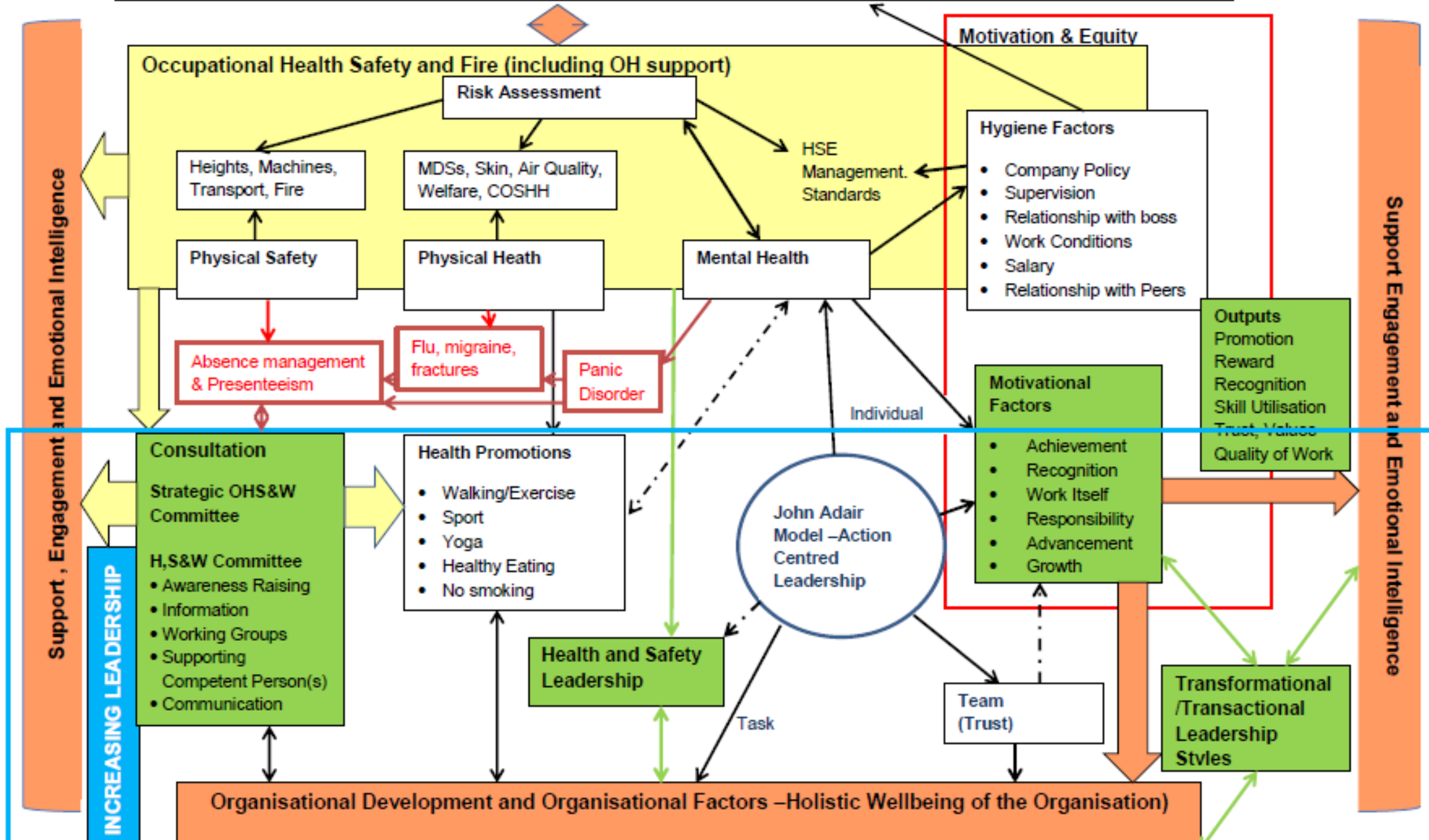
Consider Management Model

- HSE Management Standards
 - Demands
 - Control
 - Managers Support
 - Peer Support
 - Relationships
 - Role
 - Change



Hygiene factors are merely a launch pad - when damaged or undermined we have no platform, but in themselves they do not motivate.

Training, Competence, Management, Supervision, Compliance, Absence Management - Presenteeism



In Summary

- CIPD (HR Profession have provided the definition)
- Do all HR wellbeing policies include fair promotion etc.?
- Note the H&S factors in definition
- H&S Professionals – Opportunity ??



**CHANGE
STARTS
HERE**

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