What do we mean by “Wellbeing”?

A Pause for Thought
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Contents

Background
Mental Health Challenges
Work Related Absence Issues
View of the Chartered Institute of Personnel and Development (CIPD)
Work Related Stress/HSE Management Standards
Conclusion
Background
Costs of ill health

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

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

- **£15.0 bn**
  - Total costs
  - 2016/17
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/
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

- Demands
- Control
- Managers Support
- Peers Support
- Relationships
- Role
- Change

- 2016
- 2014 (All)
**Comparison- question v Question**

Use of Stress Management Society Question Weightings

Less red weightings (very bad)

Less green weightings (very good)
Thoughts Going Forward
Personal Stress Resilience Strategies
Medical Knowledge

Relationships

Employee Interventions –
- Training
- H R Policies – Bullying Harassment
- Grievance
- Work Adjustments
• 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.
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 ??