

Setting up a Structured Wellbeing Framework post Covid-19

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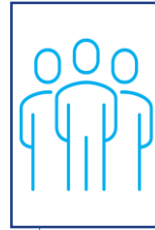
Back to Work Bingo

Received a bad lockdown haircut	Made banana bread	Bought a bike	Started to grow your own vegetables	Clapped for the NHS	Took up fitness
Stocked up on loo rolls	Got interrupted on a zoom call	Became a Quiz Master	Attempted DIY	Started to play an instrument	Made sourdough
Got a new pet	Made/watched a Tik Tok	Dyed your hair	Started to learn a new language	Had a lockdown Birthday	Watched Tiger King

IMPORTANCE OF HAVING A WELLBEING FRAMEWORK



Prevent stress and lower sickness absence

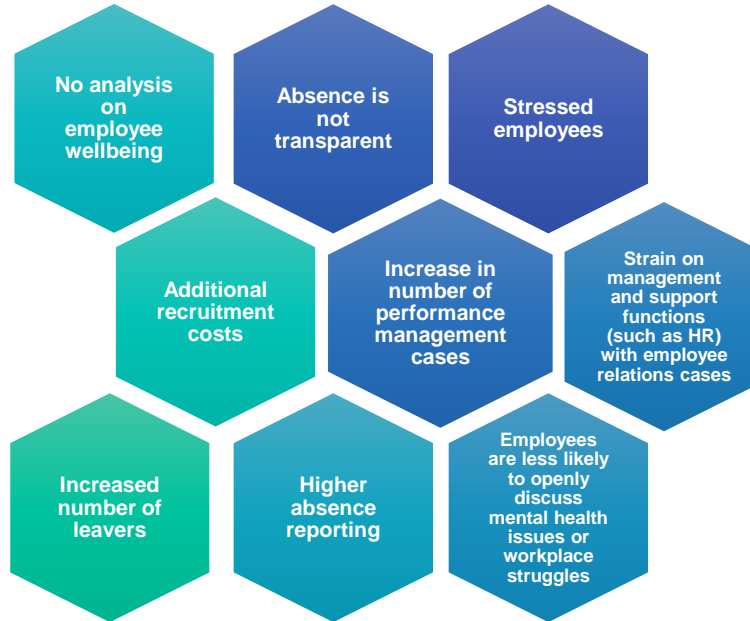


Create a positive working environment



Increase employee engagement and productivity

THE IMPACT OF NOT HAVING A FRAMEWORK IN PLACE



The Framework : 5 Steps



1. Plan your approach
2. Agree budget & resource needs
3. Develop your strategy
4. Launch your strategy
5. Review & refresh

TEMPLATE ACTION PLAN



Objectives	Driver	Timescale	Impact measurement
<p><i>List the objectives and initiatives that you wish to implement to promote employee wellbeing as part of your framework</i></p>	<p><i>Outline who is responsible for delivery of each activity within your organisation.</i></p>	<p><i>Provide deadlines and timescales to help map out events and initiatives in a timely fashion</i></p>	<p><i>How will this objective help track employee engagement and wellbeing?</i></p>
<p>Set up a Wellbeing Network and appoint a team to drive this forward.</p> <ul style="list-style-type: none"> - The Network to introduce themselves via company-wide email asking for suggestions and volunteers. - Meet to discuss employee suggestions and look to implement with relevant sign off. 	<p>HR</p>	<ul style="list-style-type: none"> - August 2020 - September 2020 	<p>The network will gather and provide feedback so that we can measure our implementation success on a quarterly basis.</p>
<p>Add wellbeing to the agenda for the start or end of team meetings.</p>	<p>Management team</p>	<p>Second half of 2020</p>	<p>Live feedback from teams will help reduce the stigma of mental health and help break down the barriers.</p>
<p>Mental Health First Aiders</p> <ul style="list-style-type: none"> - Source provider and negotiate costs. - Appoint First Aiders within the organisation and arrange training. - Promote newly qualified MHFA's internally. 	<p>HR/Learning & Development</p>	<p>Second half of 2020 with the aim to circulate the service by December 2020</p>	<p>MHFA's will provide an additional support service to employees and can signpost employees to the relevant support channels.</p>

QUICK WINS



Initiatives that can be easily started with little groundwork

FREE

Surveys

Set up a committee

Free Webinars

Update policies

Share

Lead



LOW COST

Fruit

Social events*

EAP

Intranet



External services, such as yoga or mindfulness

Mental Health First Aiders

Flexible/agile working set up

Partner with mental health charities for analysis on wellbeing and receive guidance on how to improve.

Charity partner link up

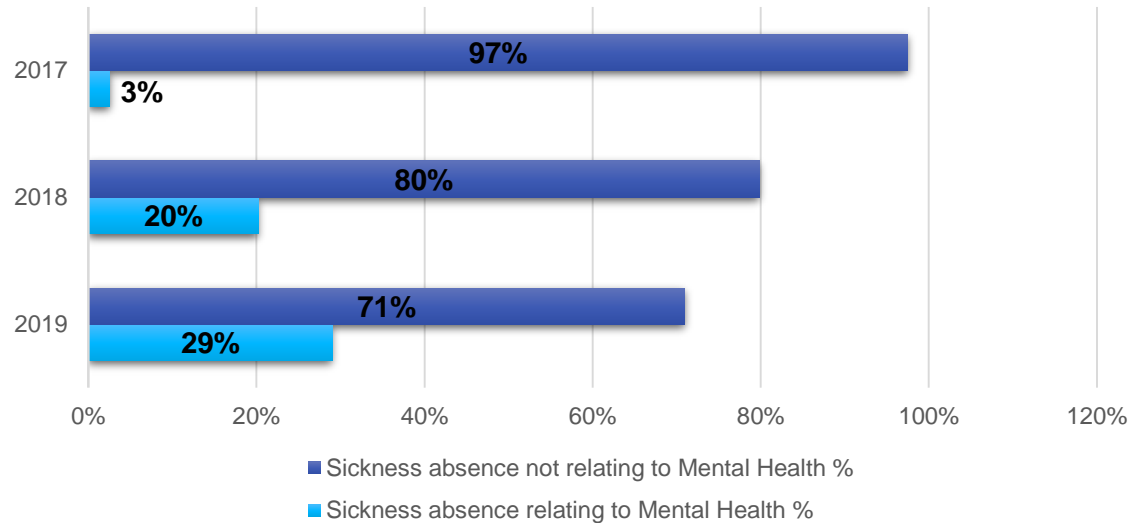
Benefits

For example: Discounted gym membership, additional day's leave for birthdays, cycle to work scheme



EXAMPLE OF RETURN ON INVESTMENT

Percentage of Sickness Absence related to Mental Health





[Daily resilience checklist](#)

[Mind UK's guide to support and services](#)

[Time to Change – how to get your workplace involved](#)

[GOV.UK guidance on wellbeing in the workplace](#)

[Mental Health First Aid England](#)

[What is Occupational Health?](#)

BENEFITS

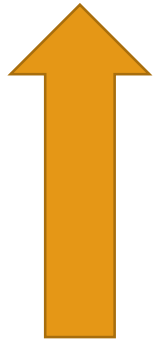


Recruitment costs

Employee absence

Less HR issues

Employee presenteeism



High employee retention

Reputation

Engagement

Positive company branding

Productivity



Business growth

A HEALTHY WORKPLACE – THE BUILDING BLOCKS





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Questions?