



# The Healthy Worker

May 2014 Newsletter

## Do you monitor the outcomes of your wellbeing spend?

Finding the finances to spend on health and wellbeing initiatives can be challenging. Knowing the value you get from this money may therefore be considered as key to further investment.

However according to the annual CIPD Absence Management survey less than 20% of organisations monitor the outcome of their wellbeing spend. So why might this be? If you are in this situation we'd be interested to hear from you and perhaps help you put together some useful measures.

Being clear about what it is you are wishing to achieve is central to being able to evaluate whether your initiative has been successful. In the words of Stephen Covey 'begin with the end in mind.

It may be that you are wishing to reduce absence rates. In this case monitoring the sickness absence for individuals engaged on a wellbeing program before and after the initiative will provide useful data to assess the benefits. Other measures may include:

- % agree that it has positively impacted their work
- % agree that it has improved their physical health
- % agree that they are physically more active
- % agree that it has positively impacted their mood
- % agree that they are now more willing to take on new things.

Some or all of these may be important to your organisation. What's important is that you devise some measures which tell you whether your initiative has assisted you towards your goal.

## This Editions Health and Wellbeing Tip

Connecting with others is beneficial for our emotional wellbeing, so make time to get in touch with friends or extended family whose company you enjoy but haven't had contact with for a while.

### June Offer

Free one hour consultation regarding managing absence within your organisation.

Until 30<sup>th</sup> June 2014

**Contact us today!**

## Hot from the Press!

The Employment Appeals Tribunal in *Griffiths v Department for Work and Pensions* agreed that organisations were free to maintain workforce-wide trigger points when considering absence interventions. So no need to adjust the trigger point where absence is disability related.

## **Inside Government** **'Managing absence, health and wellbeing conference' 19<sup>th</sup> February 2014**

Liz Preece was delighted to be asked to speak at this London conference about work she undertook in the NHS. On the day there were presentations from Dame Carol Black, Department of Work and Pensions, National Institute of Care Excellence, Chartered Institute of Personnel and Development and the Royal College of GP's.

Key points included the governments progress with the independent advisory service. This will enable those organisations without Occupational Health provision to access Occupational Health advice if an employee has been absent from work for 4 weeks or more. This service is due to commence in Autumn 2014.

There was discussion about the £500 worth of tax break for early interventions to facilitate employees return to work – but still no details on how this could be claimed. Watch this space for further information!

Feedback from the conference organisers was very positive and the presentation certainly attracted much enthusiasm for a new way of managing absence from the audience.

## **About 'The Healthy Worker Ltd'**

We support UK organisations to reduce sickness absence. We provide Consultancy Services and Training courses, including our National Award winning Healthy Worker Course, which provides a significant return on investment for employers and represents a step change in absence management.

## **World Health Organisation Policy Summary – Promoting health, preventing disease: Is there an economic case?**

Published in December 2013 this Policy summary provides information about health promotion initiatives. It advocates a multi-issue approach rather than addressing a single issue, eg stop smoking, at one time. This multi-issue approach has been demonstrated to be more effective and is the approach used in our Healthy Worker Course.

The Policy summary also recognises the additional benefits that measures which improve health and wellbeing bring to a workplace, over and above the wellbeing benefits seen in community based programmes. These include reduced absence costs, improved employee engagement, improved productivity and enhanced employer reputation. Please let us know if you'd like a copy of this document.

## **Where Health and Wellbeing meets Employee Engagement.**

It is well recognised that caring about employee health and wellbeing is part of improving engagement and maximum benefit is gained by businesses who achieve in both of these areas. We are delighted to be working in partnership with 'Peopletopia' ([www.peopletopia.co.uk](http://www.peopletopia.co.uk)) so we can help you maximise your business profitability - all in one place. Genius! Call us now to know more about how engagement can help your business.

### *Thought for the day*

You must take personal responsibility. You cannot change the circumstances, the seasons, or the wind, but you can change yourself. That is something you have charge of. Jim Rohn