



# The Healthy Worker

April 2016 Newsletter



## Save the date!

The Devon and Cornwall CIPD conference, 'Wellbeing at Work' is on 15<sup>th</sup> June and it would be great to see you there. Those of you who attended the conference last year may recall Liz spoke about 'Building Personal Resilience'. It was a short notice request due to another speaker not being available on the day! This year she is delighted to have been asked to return and speak about 'Developing our Wellbeing Plans and Strategy'.



Please come and say hello if you are at the conference. It's always good to meet up again and The Healthy Worker may have an offering or two available on the day!

## This months offer

Get the new financial year off to a good start by training your Managers to understand sickness absence. Our highly insightful workshops will assist them to manage absence more effectively, and understand the principles of assisting employees back to work.



We are offering 25% off the first five workshops booked before the end of May – so be quick!

## About 'The Healthy Worker Ltd'

We support public and private sector organisations to improve employee health and wellbeing, and reduce sickness absence or presenteeism.

We provide Consultancy and Training Services, including:

- National Award winning Health Worker Course
- Managing Absence
- Stress, managing it and stress risk assessment
- Personal resilience
- Improving your wellbeing workshops

For further details, see our website, [www.thehealthyworker.co.uk](http://www.thehealthyworker.co.uk)

## Dates for your diary

- 1-30th May National Walking Month
- 3<sup>rd</sup> May World Asthma Day
- 9-15th May Coeliac Awareness Week
- 16-22<sup>nd</sup> May Mental Health Awareness Week
- 6-12<sup>th</sup> June Carers Week

## Workplace policy and management practices to improve the health and wellbeing of employees. Part Three

In January we started reviewing the NICE guidance and what that means for us in the workplace. So far we have explored organisational commitment, the physical work environment and mental health. This time we'll review Fairness, Justice, Participation and Trust as well as Leadership and Management.

Here's a reminder of the components.



### Fairness, Justice, Participation and Trust

#### Key principles include:

- Ensure unfair behaviour is addressed as a priority. This can often arise as a result of unconscious bias.
- Ensure managers can signpost employees to support when required, whether internal or external to the organisation.
- Ensure employees feel valued and trusted – provide training and support, ensuring employees feel valued. Promote team working and a sense of community
- Encourage employees to contribute to organisational development. Feedback to them about contributions acted upon and those not taken up.
- Encourage trade union membership, membership of professional bodies and employee organisations wherever possible so employees belong to a wider group too.

### Leadership and Management

- Ensure managers are consistent in their approach and their behaviours aligned to organisational values.
- Provide support for them so they are well and have capacity to support others.
- Use values based recruitment. It's not easy to change an individual's core values if they are not aligned to the organisations.
- Challenge behaviours and actions which may negatively impact on employee health and wellbeing.
- Ensure there is a clearly communicated vision or goal, so individuals know where to focus their efforts.
- Provide challenge, with support to enable development and improved resilience.
- Ensure line managers have training in:
  - ✓ effective leadership
  - ✓ importance of health and wellbeing at work and its impact on organisational performance
  - ✓ Communication skills, including how to have difficult conversations
  - ✓ resolving disputes
  - ✓ causes and signs of stress and using stress risk assessment
  - ✓ managing sickness absence

Please contact us for further information on how we can assist your organisation to improve the health and wellbeing of your employees.