



The Healthy Worker

August 2016 Newsletter

Olympic Success



It's been inspiring, hasn't it? Our Olympians have demonstrated their talent and commitment with performances professionally undertaken and calmly delivered. They have excelled, with many writing themselves into the history books during these games.

Within the many interviews, I have heard recurring messages from athletes and coaches and thought I'd share my top 5 with you. Feel free to let me know messages which have resonated for you during this time.

1. Having a clear strategy or plan is imperative
2. Focusing on your goal enables success.
3. Commit energy only to those events or issues which you can control. Wasting energy on things over which you have no influence is best avoided.
4. A team is greater than the sum of its parts. The relationships within the team are an important dimension within that.
5. Even with talent and commitment, no-one is at their best all of the time. Opportunity for rest is a vital ingredient to great performance. Alongside this, progressive and supported challenges lead towards the end goal.

These messages are relevant to other workplaces and the wellbeing of employees within them.

- Employees need to understand the strategy or plan of the organisation and how their role contributes towards that being achieved.
- Relationships are key to their wellbeing, which is recognised by the HSE Stress Management Standards.
- The degree of autonomy they have impacts their psychological wellbeing, which is also included in the Stress Management Standards.
- More recently HR forums have been discussing the relative merits of the annual appraisal versus regular one to one meetings. The benefits of regular feedback, and maintaining focus on key objectives, is recognised by many.

Employee wellbeing is known to be closely correlated with organisational productivity and competitive advantage. So the higher the level of employee wellbeing, the better your business is likely to perform. Yet only 29% (CIPD) of organisations have a wellbeing strategy or plan to enable them to achieve their objectives. The return for the effort of this work is improved productivity, customer experience and outcomes, plus additional employee engagement and increasingly being an employer of choice. Could you benefit from a little more of those things?

If you are not sure where to start, how to bring together all that you are presently doing, or are struggling to identify the areas you could develop, we can help. Then your organisation can start to perform at its best.

Success for The Healthy Worker Course in reducing absence.

A formal thank you to the NHS Trusts I have been working with to evaluate the outcomes of the multi-component health promotion programme, known as The Healthy Worker Course. Your support has been generous and is much appreciated.

It is rare for a wellbeing programme to be evaluated to University standards, and for long term, objective (rather than self reported) measures to be used. So the opportunity was too good to miss!

The outcomes of 120 course participants have been reviewed, with absence days and number of episodes compared for the 12 months pre-course to 12 months post course. A statistically significant reduction in both days and episodes of absence was found for those attending the course. We are delighted with the findings, which are testament to the effectiveness of trainers who have been enabled to deliver this course in-house.

Our [next Trainers programme](#) runs on 20th and 21st September. Please [contact me](#) if you are interested in this course and being able to deliver it through your own trainers.

Thought for the month

The importance of challenge

Many organisations are reporting stress as one of their major reasons for sickness absence within staff members. Its prevalence has risen over the last five years and many are unsure of how to get the balance right for employees who have required time off work, once they return.

It is a highly complex area, with employers often concerned to do the right thing, whilst also being aware of the needs of the organisation. So what should be done?

A stress risk assessment is a valuable tool, for which details can be accessed via the [HSE website](#). Use this, as the process helps you gain understanding of the employees views. Open communication is really helpful, seeking to understand what the difficulties are for your employee, rather than potentially making assumptions.

For some, the desire to protect those they perceive as vulnerable to stress can lead to removing challenges from them. Whilst laudable in the good intention, this can provide problems in the longer term for the employer and employee. In order to build resilience we need challenges as part of our lives and once sufficiently recovered, setting and supporting an individual to achieve challenges, is part of their development as it is yours or mine. The key to success is balancing the level of support, with the level of challenge, so it's an achievable goal. For each of us, achieving a goal which we may have thought was tricky, provides self belief, pride and confidence. Its empowering, and all of us benefit from being empowered. So, just as avoiding all movement or exercise isn't good for musculoskeletal problems, so avoiding all challenging situations isn't good for those who have experienced stress related problems. It's just a question of how you do it.

Dates for your diary

From The Healthy Worker

7th September - Stress Management Workshop - For further information [click here](#).

20 - 21st September - The Healthy Worker Trainers Course - For further information [click here](#).

28th September - Mental Health Awareness Workshop - For further information [click here](#)

5th October - Improving Resilience Workshop - For further information [click here](#)

National dates - warning, it's a busy time of year ahead!!

4 - 10th September - Migraine Awareness Week. For further information [click here](#)

10th Sept - World Suicide Prevention Day. For further information [click here](#)

12 - 18th September - Know your numbers week. For further information [click here](#)

19 - 25th September - National Eye Week. For further information [click here](#)

29th September - World Heart Day. For further information [click here](#)

30th September - Worlds Biggest Coffee Morning. For further information [click here](#)

01 - 31st October - Breast Cancer Awareness Month. For further information [click here](#)

01 - 31st October - Stoptober - your chance to quit smoking. For further information [click here](#)

3 - 7th October - Back Care Awareness Week. For further information [click here](#)

About 'The Healthy Worker Ltd'

We provide Occupational Health Consultancy and Training Services to support organisations with improving employee health and wellbeing, reducing sickness absence and presenteeism.

Workshops are all participative, enlightening and empowering. Ask us about our 'try before you buy scheme'.

Workshops include:

- Planning your Wellbeing Strategy
- Mental Health Awareness Training for Managers and Employees
- The Health Worker Course, for those wishing or needing to improve their mental and physical wellbeing
- Understanding and Managing Absence For Managers
- Stress, managing it and stress risk assessment
- Building Personal Resilience
- Improving your Wellbeing Workshops. a taster for the healthy worker course.

For further details,

Contact Us



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