Measuring Impact of Workplace Health Interventions

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Where we are now?

IiP Health and Wellbeing Good Practice Award August 2015

“Senior Managers referenced the importance of having a happy and healthy workforce who are able to attend work and who are focussed and motivated on meeting the Council’s objectives”.

IiP Gold Award - scoring 98% - an achievement that puts the Council in the top 3% per cent of all IIP organisations, including major multi-national businesses, in Britain.

Sickness Absence – Reduced from 11.7 d/e (2006/7) to 5.89 d/e (2013/14)
In 2014/15 6.12 d/e - (lowest ST absence rate ever recorded at 2.64). 2015/16 8.29 (LT Absence 5.26 – but short term maintained low at 3.03)

Stress, Anxiety, Depression Reduced from 3.35 d/e 2006/7 to 0.65 d/e 2014/15 and 1.1 d/e 2015/16
Key milestones on the journey

- New Chief Executive 2006 – “You’ve got be here to make a difference”
- Revised “Managing Attendance” Policy and Guidance introduced 2007 – emphasis on managing attendance not sickness
- Establishment of a corporate Health and Wellbeing Group to deliver an holistic, joined up approach to management of health and wellbeing using internal professionals
- Refreshed Organisational Development approach from 2008 and appointment of new OD Officer
- Coaching agenda - 2009 – team of internally trained coaches to develop a coaching management culture
How it started

- BeWell Handbook
- Learning lunches and taster classes
- Health questionnaires
- Know your numbers – MOTs
- Monthly bulletins & internet pages
- New HR policies/revisions to support HWB
- Learning and Development links
- Health and Wellbeing News
The Message

wellbeing
Moving it on to the next level

- Health and Wellbeing Strategy
- H&W Accessibility Policy
- Supportive Friends
- NHS cCBT facility in Town Hall
- Redundancy Support Programme
- Staff Conferences – top level support
- Charity, volunteering, giving something back
- IiP Health and Wellbeing Good Practice Award
Health and Wellbeing Initiatives

- Eat Well Clinics, Back clinics
- Employee led groups e.g. Badminton classes, photography & book clubs, Crafts, Knitting, Creative Writing, Running
- Burnley Way Challenge – 40 mile hike for charity
- Personal Safety for Women
- Resilience and Mindfulness and Positive Mental Health Training
- Weigh Ins, News in the Loos
- NHS supported events – Sleep Well clinics, back care, MOTs, Mindfulness
- Men’s Health – football tournaments
- Jane Tomlinson 10k run
- Carer’s support network
A measure of our progress

- IiP 2012 and 2015
- 2008, 2011 2013 and 2015 employee surveys showing year on year increasing satisfaction and engagement at all levels
- Increased customer satisfaction levels
- Sickness averaging at 6.67 d/e over last 5 years
- Stress related illness no longer in top 3 causes of absence – 1.1 (205/16), 0.65 (2014/15), 0.55 (2013/14)
Summary – Key Strengths

IiP 2012

- Clear strategy,
- Significant resources,
- Wide range of activities for physical and emotional wellbeing needs,
- Regular communication through a variety of mechanisms,
- Positive impact on wellbeing exampled, reduced absence and levels of stress
Summary – Key Strengths

IiP 2015

• H&WB needs met
• Flexible and understanding employer
• H&WB solutions having positive impact on performance
• People supported effectively back to work after ill health
• Continued resources to support H&WB
• Corporate social responsibility further developed impacting positively on people’s wellbeing and engagement and on working relationships. Commitment to this area gives people a “feel good factor” and presents a positive profile in the wider community
Any Questions?