



Human Resources & Health and Safety



Do you employ staff?

Employee Well-Being

What is Employee Well-Being?

A person's well-being is a combination of their mental and physical health, and an employee's well-being is the same, however it is often from the view point of their working life. The concept of employee well-being will therefore consider how a person's career affects their mental and physical health, and also how their mental and physical health affects their career.

Why Should I Bother About Employee Well-Being?

It may be the view of some employers that the concept of employee well-being is a bit unnecessary, people come to work to work, not to be looked after! But when you delve a bit deeper that isn't the case. The modern world of work is very different to how it was before the internet, emails and smart phones. Today people are working longer hours than they ever have before with many employees feeling as though they never really switch off, not even at nine at night or on a Sunday morning. Companies are much more national now, or even global. Competition is everywhere. There is a lot of pressure on both employees and companies as a whole to work harder, be the best, to never let anything drop and to always strive for success. Whilst the concept of always trying to be the best sounds great on paper, it is widely believed to be the cause for the amount of stress related absences there are which relate to the workplace. The Health and Safety Executive revealed in their 2013/14 report that stress costs the UK between 2 and 4 billion pounds a year, with 11.3 million days being lost to stress related absence. Stress can be the cause of both mental and physical illnesses, with some lasting a long period of time, and some being bad enough to seriously affect a person's quality of life.

Another reason to consider employee well-being is the positive affect it can have on your employees. Many employers began looking into alternative ways to reward their employees after the onset of the recession in 2008,

and an employee well-being policy was one idea that rose in popularity. When you can't afford to offer employees high wages, you need to think of other ways to reward and recognise your talented employees in order to retain them. As well as building employee loyalty, employee well-being schemes have also been known to raise general levels of happiness, job satisfaction, motivation, quality of work and productivity. With a list that looks that good, why wouldn't you consider it?

How Can I Raise Employee Well-Being?

One of the first steps you can take is to implement an employee well-being policy. A policy provides you with a framework to follow and confirms your commitment to ensuring your employees are happy and healthy, and informs your employees of the ways in which you are going to demonstrate this commitment. The policy may include, for example, a promise to ensure that employees won't be called upon outside working hours unless it is a genuine emergency. It may include a promise to ensure that any food provided in the office canteen will always be healthy. Some employee well-being policies include an amount of money that can be requested by employees for the purpose of gym memberships or a therapeutic hobby such as music lessons.

Essentially, you should aim to create a company culture that appreciates the work employees do and wishes to reward them for it. A culture with a foundation in employee well-being is one bound to reap the rewards.

How Can We Help?

We regularly design policies and procedures for our clients, if after reading this newsletter you feel you would benefit from an Employee Well-Being Policy, we can create this for you. If you have any queries relating to any of the subjects raised within this newsletter then please do not hesitate to contact us at hradvice@hasslefreehr.co.uk