



health<sub>assured</sub>

# How to improve workplace wellbeing in 2023

Support your employees' mental and emotional health this year.



# Health Assured are passionate about putting mental health on the agenda.

This guide will help you to strengthen workforce wellbeing in simple, actionable ways. We'll provide the first steps for putting mental health on the agenda and enhancing long-term wellbeing in 2023.

Health Assured are passionate about putting mental health on the agenda. Cultivating a workplace culture that elevates workforce wellbeing has never been more important. Whether it's health issues, money worries or bereavement—life's challenges can take their toll. Supporting your employees mental and emotional health can help them through hard times

As the stigma of mental health begins to diminish, organisations are starting to understand the impact this has on businesses. So it's a great time to take the ball and run with it. As a manager, you have a duty of care to protect your employees. But more than that, we should all be looking out for each other. Create a workspace where all feel welcomed, valued, and appreciated. The success of your business depends on it.

## Why is workforce wellbeing so important?



of organisations suffer from **stress-related absences**<sup>1</sup>

**1 in 4  
People**

Will suffer from mental health issues at some point in their lives<sup>2</sup>



of employers said they would like to **improve staff wellbeing but they don't feel they have the training or guidance**<sup>3</sup>

Mental health issues can derail self-esteem, motivation and ability to cope with day-to-day life. If your employees are struggling, their work-life has likely taken a knock too. This can lead to increased absence levels, higher staff turnover and a greater capacity for error. Workplace culture takes a hit, and so does business performance too. But if you can support employees at work, the road to recovery can seem a lot less daunting. The effects on workplace morale can be monumental too.

# First steps in your wellbeing action plan

If you're reading this guide, then in our eyes—you're in the right place. You're ready to act and empower workforce wellbeing. Here's how:

## Wellbeing surveys

All good journeys have a starting point. The journey to improving workforce wellbeing is no different. But it's hard to get a sense of direction when you don't know where you're starting from in the first place.

Gauge the current state of employee wellbeing with a survey. You could ask questions like how would you describe the current approach to workplace wellbeing? Or what would you like to see more of to improve workplace wellbeing? These are the people your policies are going to affect in the long run. If you can incorporate any of their ideas into the refining process—you start putting your people first. Employees then start to feel valued and considered.

## Awareness day events

Awareness days can be a great way to start the conversation around mental health in the workplace. The conversation around these movements can help to fuel your efforts. This way you'll reach a higher level of engagement with staff members.

We'd recommend holding a talk, sharing materials by email or spreading awareness with a poster. It doesn't take a lot to get people talking. Sharing these materials can steer your workplace culture in the right direction.

## Taking responsibility

Have conversations with people who can improve wellbeing in the workplace. Having a dedicated member of your HR team who can focus on this will help you make progress. Senior leaders in the business can play an essential role in changing the direction of organisational culture. Get them on board and keep them in the loop with any upcoming communications you have planned.

Line managers are key to supporting the mental health of their teams too. Ensure managers are assessing the mental health of their employees in regular one-to-ones. It's the first port of call to protect employee mental health before it becomes an issue.

# Long-term wellbeing plan

Short-term thinking won't offer the long-term benefits of improving workforce wellbeing. Here are some tips for your long-term wellbeing plan:

## Employee Assistance Programme (EAP)

Our Employee Assistance Programme can help. The EAP you have with us offers confidential, impartial support from our professional counsellors. Employees who are struggling at work may never speak up for fear of judgement or embarrassment—this is where an Employee Assistance Programme can help. An EAP can offer confidential, impartial support from professional counsellors. Employees can access this service whenever they need it, instead of waiting a long time for counselling or medical diagnosis.

Figures show that having an EAP in place can cut mental health-related absence by **45%**. Reports from users of the service also showed a **56%** improvement in feelings of anxiety. EAP's can have a drastic impact on the mental wellbeing of your workforce. Not only that, but your employees will also feel supported and cared for.

## Mental health first aiders

By arranging this training for employees, you'll get the best of both worlds. Not only do you improve your mental health support in the workplace. You also offer employees the chance to develop their skills and boost their mental health in the process.

Get the ball rolling by reaching out to us here at Health Assured, our Mental Health First Aid Training course can be delivered at a time and place that suits you, either online or in person.





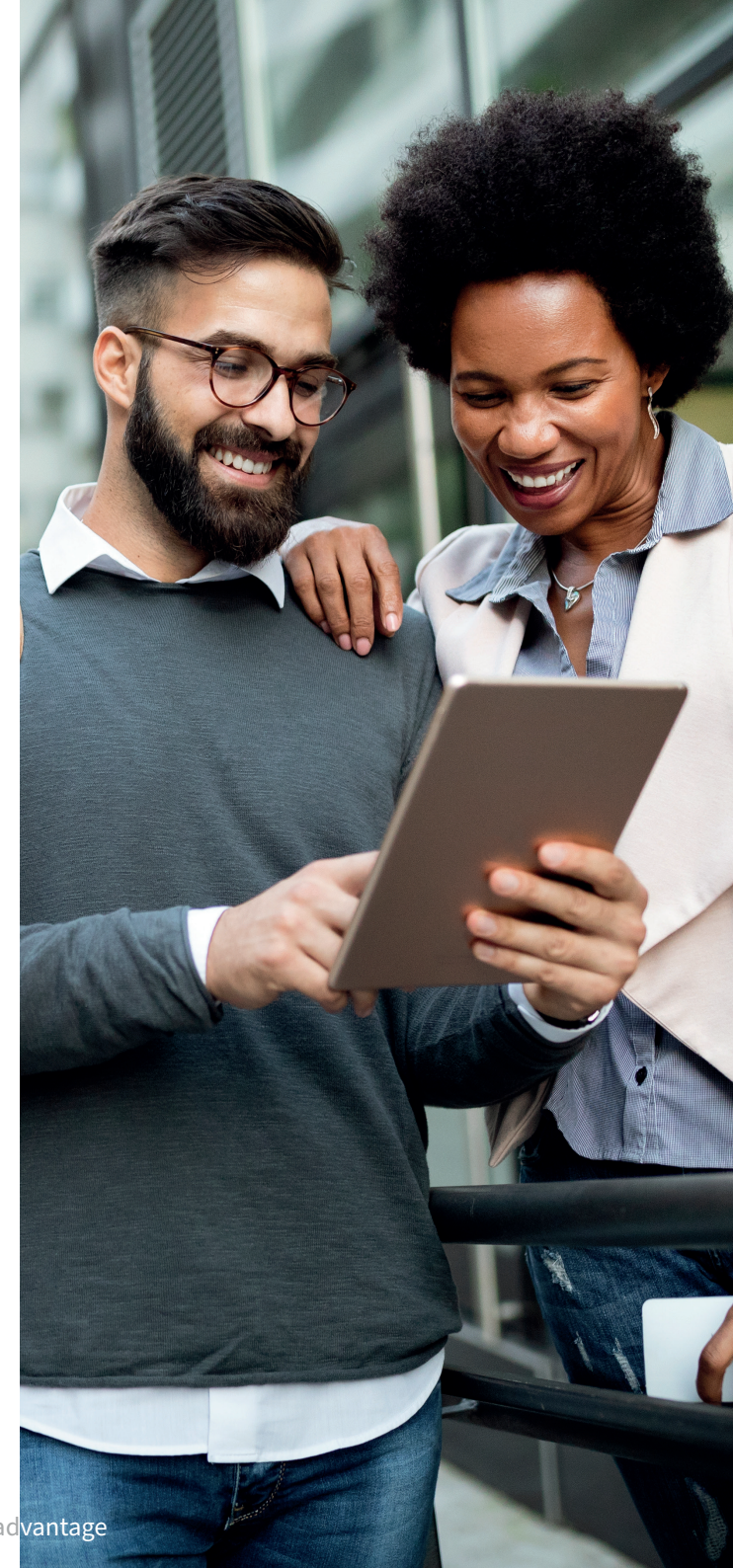
## Create a culture of support

Make sure you're signposting to the EAP and any other benefits you have in place. Employees may forget the options available during times of need. But often, a friendly reminder can be all it takes for them to use the service. Make your workplace one of support, of togetherness. Be open about mental health in the workplace. Review your progress with employee check-in surveys. Ask for their feedback and feed it into your workforce wellbeing strategy for the future.

## Workforce wellbeing to-do list

- ✓ Create and circulate a wellbeing survey
- ✓ Consider the responses from the survey & create your wellbeing action plan
- ✓ Plan awareness day activity (e.g posters, informative emails, etc.)
- ✓ Have conversations with senior staff members, your HR team and line managers about improving workforce wellbeing
- ✓ Make sure you're regularly signposting to the EAP.
- ✓ Appoint mental health first aiders to help employees struggling in the workplace
- ✓ Review your progress with employee check-in surveys

Remember, we're here if you need us. You can contact us via the helpline for support at any time.



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