



Can Providing motivation and MH support get you better outcomes with staff performance

The Story of the LumberJack?





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What does Staff Health and wellbeing mean?

“Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation” – CIPD

“Wellbeing is comprised of the mutually supportive relationship between the physical, psychological and social health of the individual” - BITC

**“IT IS HEALTH
THAT IS REAL
WEALTH AND
NOT PIECES OF
GOLD AND
SILVER.”**

~mahatma gandhi



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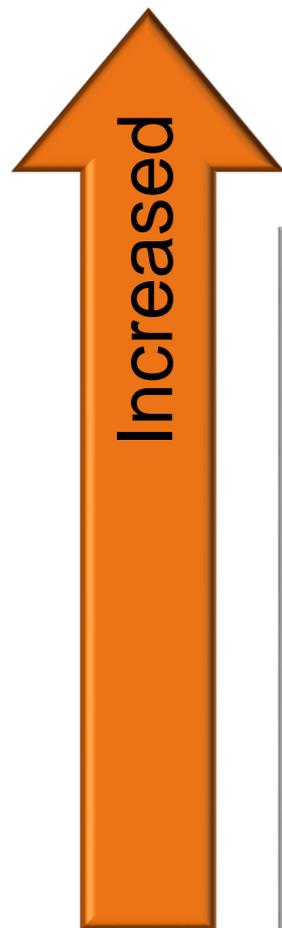
All employers have legal responsibility under the **Health and Safety at Work Act 1974** and **Management of Health and Safety at Work Regulations 1999** to ensure the **health** safety and welfare at work of their employees. This includes minimising the risk of **stress-related illness** or injury to employees

60 per cent of employees say they'd feel more motivated and more likely to recommend their organisation as a good place to work if their employer took action to support health , fitness and mental wellbeing.¹



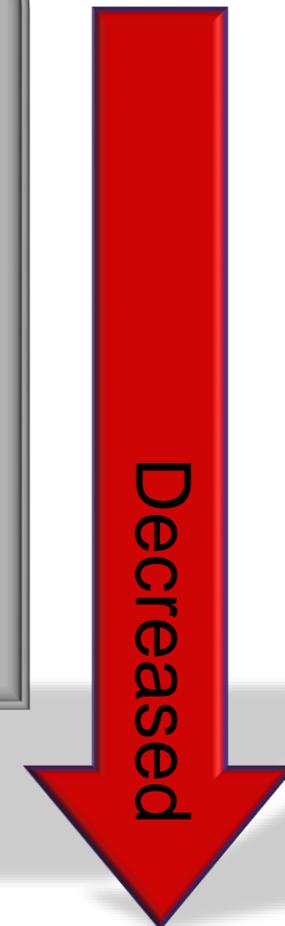
The business case for health and wellbeing

Positive employee health and wellbeing leads to...



Productivity
Engagement
Employer brand
Profitability
Satisfaction

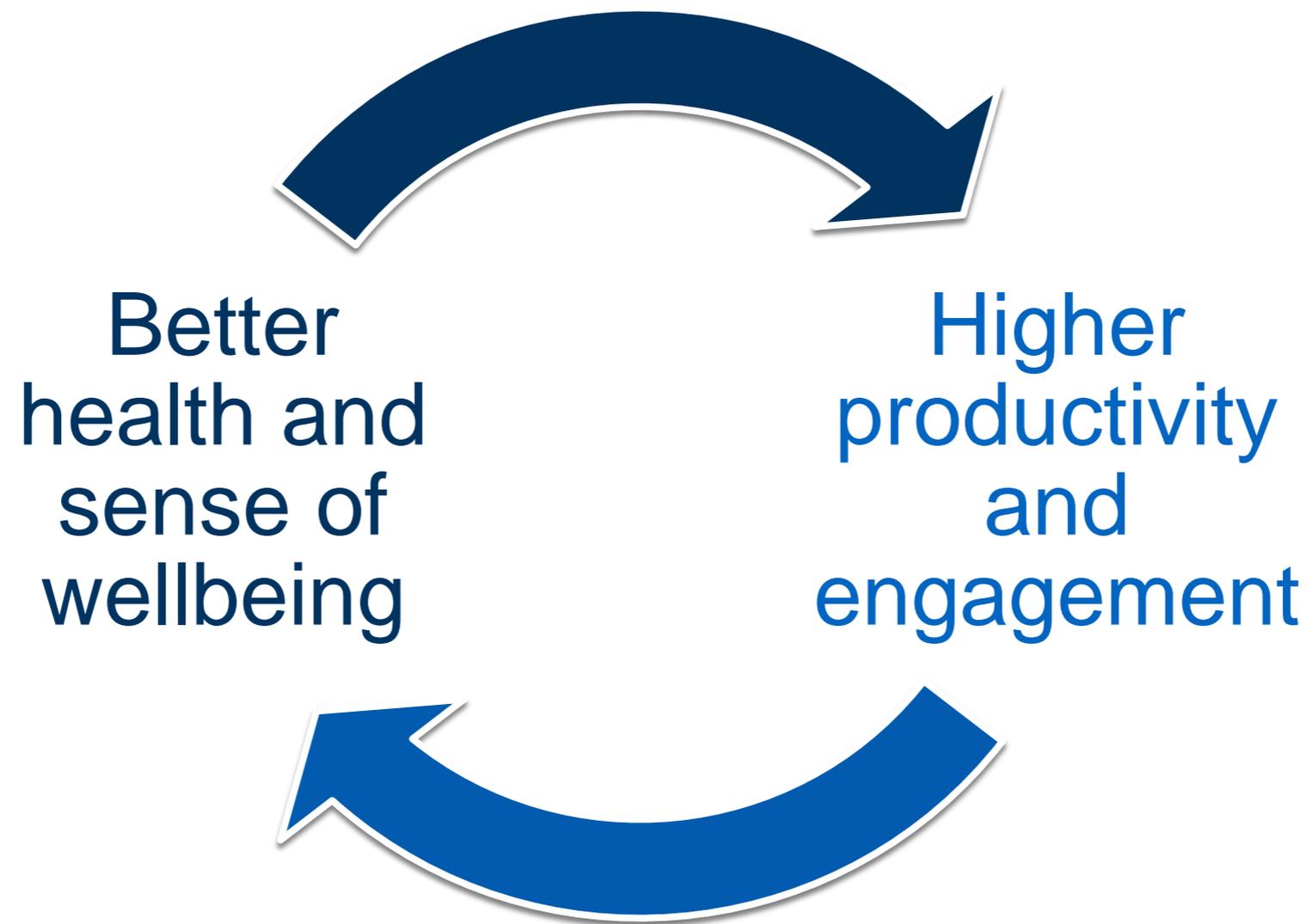
Absence
Staff turnover
Healthcare costs





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Health and wellbeing can be a virtuous circle





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Exploring the three themes

Physical, psychological and social wellbeing





Physical wellbeing – why is it important?

What's the situation like today?

- Physical activity in the UK has declined by 20% over the past 50 years – 1 in 4 physically inactive
- Physical inactivity increases the risk of chronic illness such as heart disease and high blood pressure
- Inactive people spend 38% more days in hospital and visit the doctor more often
- Rise in musculoskeletal complaints
- Increased obesity levels
- Ageing workforce
- Lifestyle behaviours

**CURRENT
STATE**

**ORGANSATION
IMPACT**

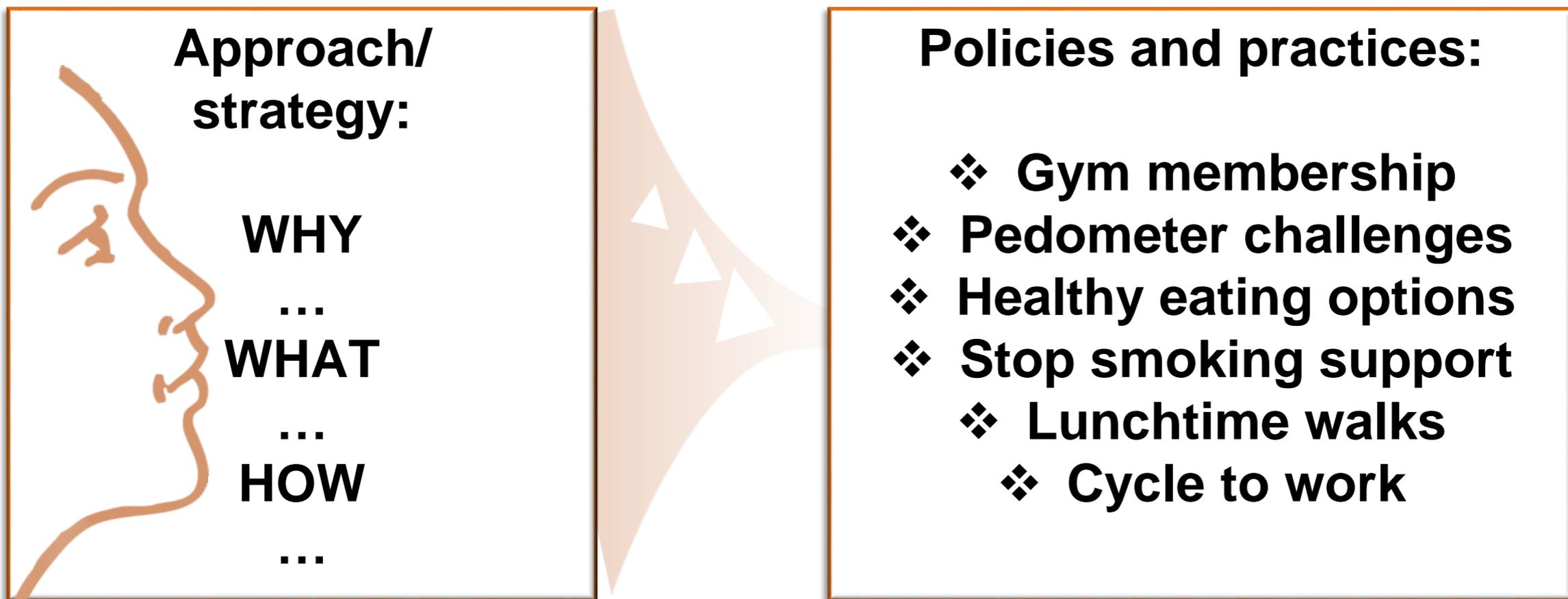
Why should Organisations need to pay attention to the physical health of employees?

- In 2013 UK workers took an average of 9.1 days off sick per year, up from 8.7 in 2011*
- CIPD estimates an annual median cost of absence of £595 per employee
- £29bn cost to UK business a year due to sickness absence
- Presenteeism
- Lower engagement
- Absenteeism
- = Cost!!



Supporting **physical** wellbeing

“The organisation has in place a defined approach to support the physical wellbeing of people with policies and practices to promote healthy living across the organisation”





Psychological wellbeing – why is it important?

What's the situation like today?

- Work can have a positive and negative impact on mental health
- At any 1 time, 1/3 of the working age UK population experience symptoms associated with mental ill health
- Symptoms: sleep problems, fatigue, irritability, worry, anxiety, stress, depression
- “Culture of Silence” – stigma
- 2014 Friends Life Survey: 40% of UK employees had symptoms but not told their employer and 50% thought it would have damaging career consequences

**CURRENT
STATE**

**ORGANSATION
IMPACT**

Why should Organisations need to pay attention to the psychological health of employees?

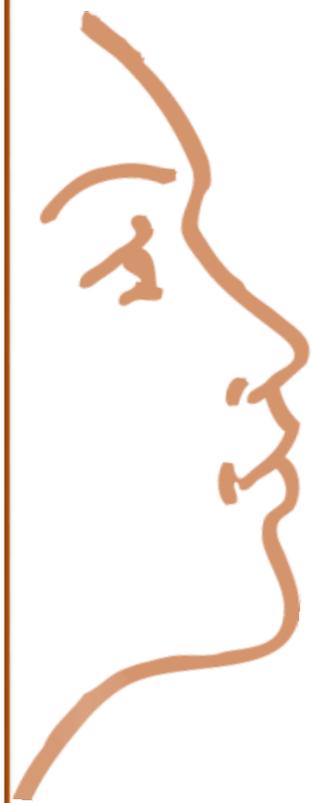
- Employees have been faced with increased work pressures throughout the recession
- Mental ill health alone costs employers £28 billion (NICE, 2009)
- HSE estimates that stress costs the U.K. £3.8 billion a year
- Absenteeism – adds up...!
- Presenteeism
- Lower productivity
- = Cost!!



Supporting **psychological** wellbeing

“The organisation has in place a defined approach to support the psychological wellbeing of people through preventative and responsive policies and practices”

Strategy/ approach:



WHY

...

WHAT

...

HOW

...

Policies and practices (preventative and responsive)

- ❖ Work-life balance
- ❖ Stress management training
 - ❖ Career counselling
 - ❖ OHS
- ❖ Resilience training
- ❖ Flexible work



Supporting **psychological** wellbeing

“People know the risk factors associated with psychological wellbeing and are capable of providing the right support”



**EDUCATION
AND
AWARENESS**



**UNDERSTAND
THE
POTENTIAL
PRESSURES**



**SPOT THE
SIGNS**



**PROVIDE
SUPPORT**



Social wellbeing – why is it important?

What's the situation like today?

- New generations entering the workplace seeking social fulfilment
- Increased transparency of organisations
- Increased work pressures required increased support from peers and employers

**CURRENT
STATE**

**ORGANSATION
IMPACT**

Why should Organisations need to pay attention to the social wellbeing of employees?

- Where there are strong relationships between managers and staff, levels of well-being are significantly enhanced (CIPD, 2007)
- Organisations that are perceived to be supportive and inclusive are more attractive to potential recruits
- Increased loyalty
- Lower turnover



Supporting **social** wellbeing

“The organisation has policies and practices in place which promote social relationships at work”

Fun ‘out of work’



Social teams

Culture club

Xmas party

Summer BBQ

Reading club

Formal ‘inside work’

Professional network

Social media forums

Director lunches

Buddying systems

Consultation forums

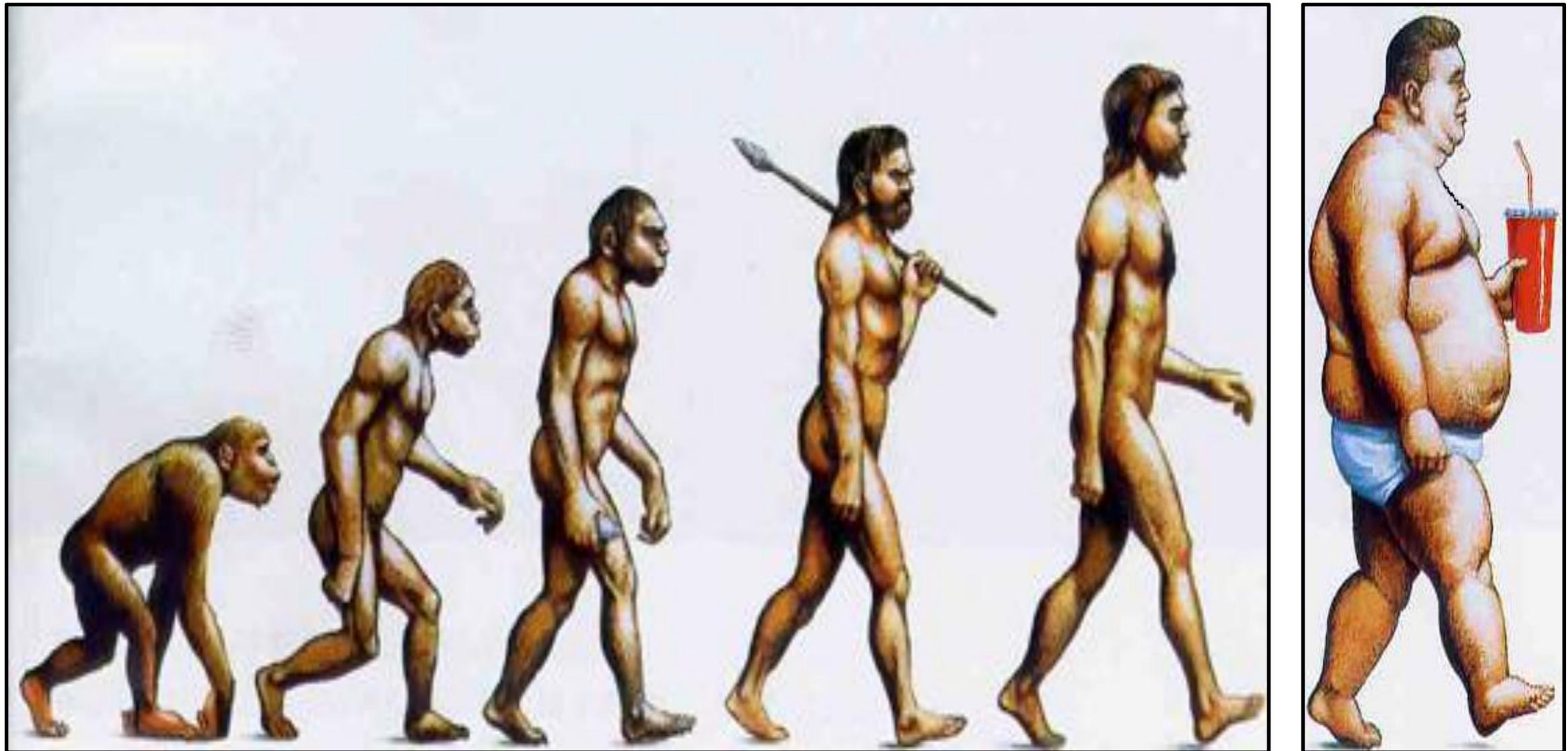


Improving health and work: changing lives

The Government's Response to
Dame Carol Black's Review of the health
of Britain's working-age population



Why Do People find making change so Stressful?



It is not the strongest, quickest or the most intelligent of the species that survive, but the one most responsive to change
-Charles Darwin 1809-1882

Health inequalities exist within HBC-Trifle theory

In order to dig down to get to the deeper levels of inequality, then you need a bigger spoon.



But you get the sweetest feeling when you help reach the bottom.



People can change their Health.





People can change their Health.





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People can change their Health.



Chronic Disease, Addiction, MH, and ageing populations is a huge problem for Employers



EXERCISE : WHO DO YOU THINK IS MOST LIKELY TO QUIT ALCOHOL AND WHY?

1=

David is 57 years old. He is unemployed and lives in a deprived area of a city.

2=

Jennifer is 22 years old. She works as a hairdresser and enjoys going out with her friends.

3=

Michael is 39 years old. He works as a lawyer. He is active and enjoys playing tennis and going to the gym.

4=

Jean is 67 years old and has recently been in hospital due to chest pains.

5=

Sean is 15 years old and is in 4th year at secondary school.

6=

Iain is 32 years old and works as a joiner.

7=

Liz is 89 years old and lives in sheltered housing.

Tip= Each client is capable of change , the only difference between them is:

- The length of time taken to make it
- The no. of attempts needed,
- The level of support & motivation required
- The dosage of medication required

The Cycle of Change

Question: How many attempts will the average person take to maintain change?





Question:

How do I keep motivated to keep trying to help complex staff year after year?

Answer:

Think of your complex staff, like they are the Chinese bamboo Tree





‘There can be no proper health without good mental Health’

**There is a shift from treatment to prevention and early intervention.
Using Therapies rather than medication**



A business perspective: Dr. Paul Litcheld, Chief medical officer, BT

Businesses that don't take mental health seriously will not be successful in the 21st century.

**The World Health Organisation estimates that by 2020 depression will become
the second most important cause of disability in the world.**

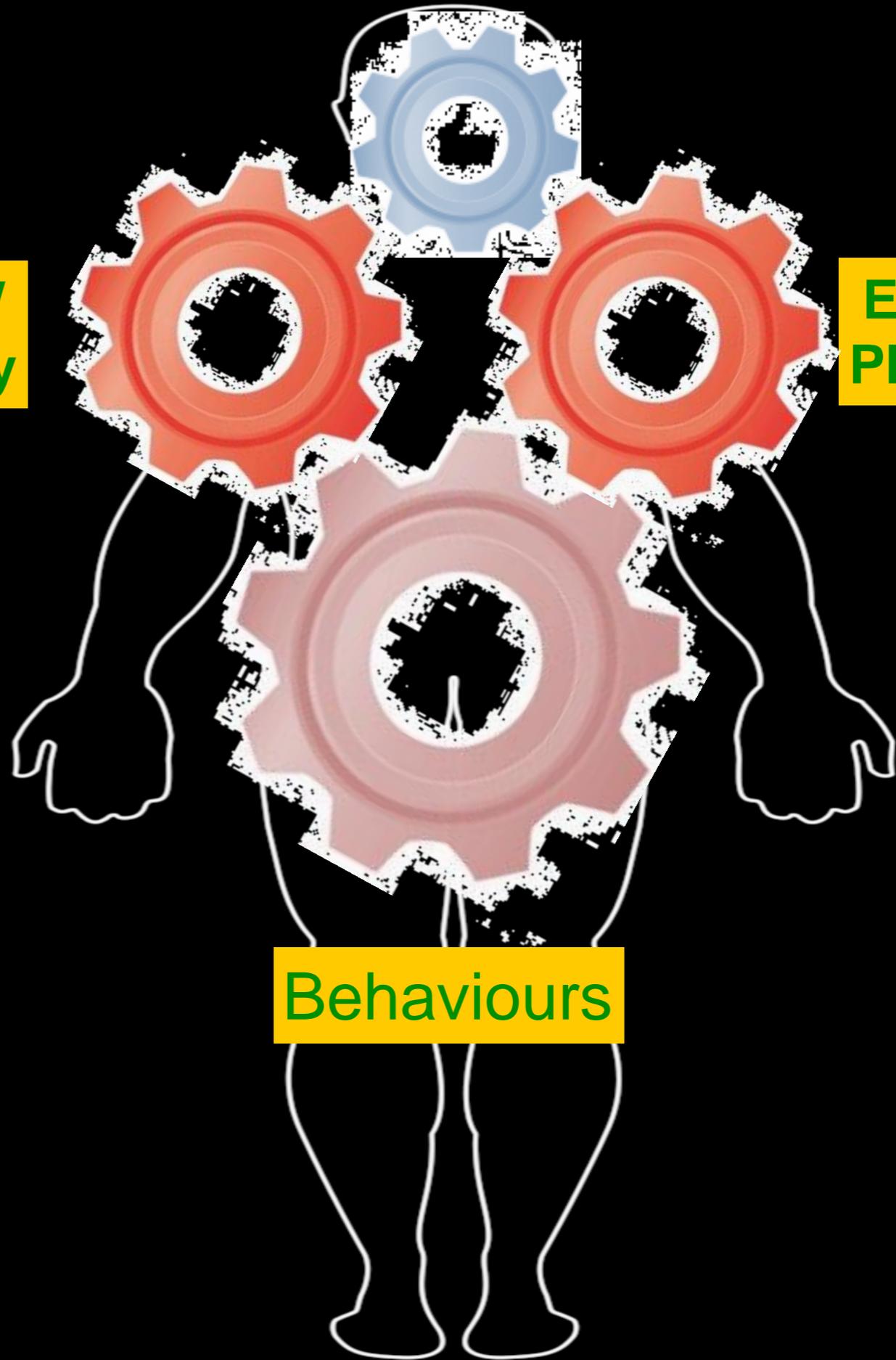
Thoughts

Emotions/
Physiology

Emotions/
Physiology

‘Your thoughts influence your emotions and your emotions influence how you behave?’

Behaviours



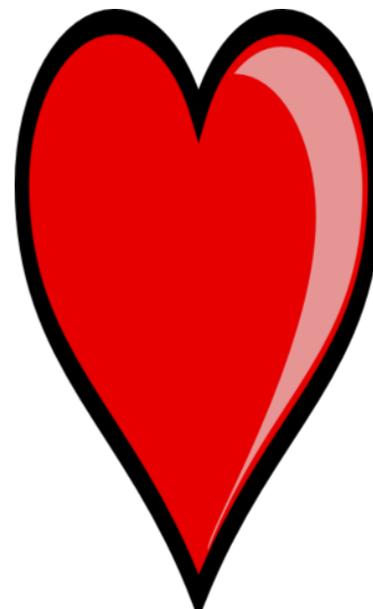
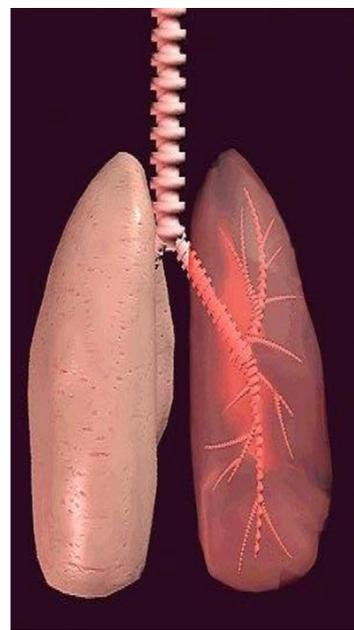
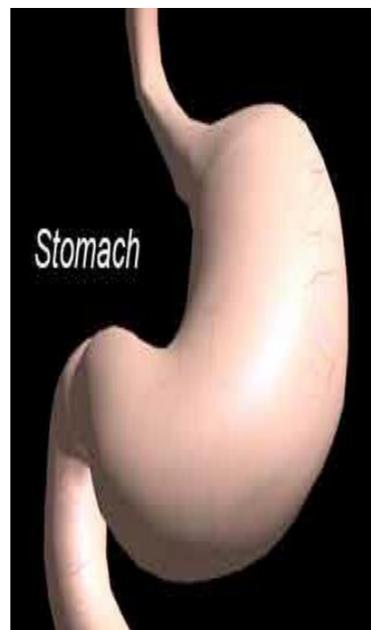
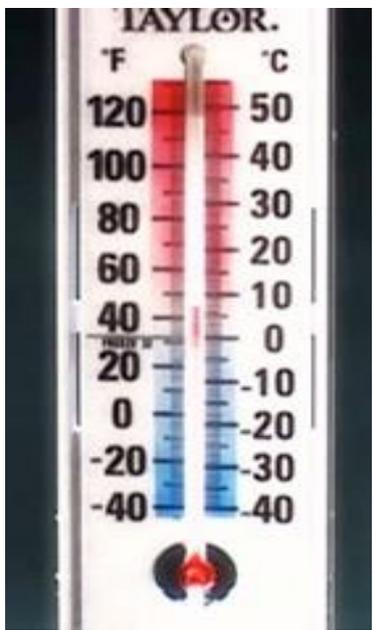
Activity versus Productivity



French naturalist Jean Henri Fabré conducted an experiment in the 1800s with Processionary Caterpillars. They're called Processionary Caterpillars because they follow each other in procession. Fabré lined up these caterpillars in a never-ending circle to determine what they would do.

10 hours later he was shocked to find them still following each other. The next day they continued

The next night he had even put the caterpillars' favorite food, pine needles, Their salvation was 9 nine inches away. Yet they continued their procession.



Temp

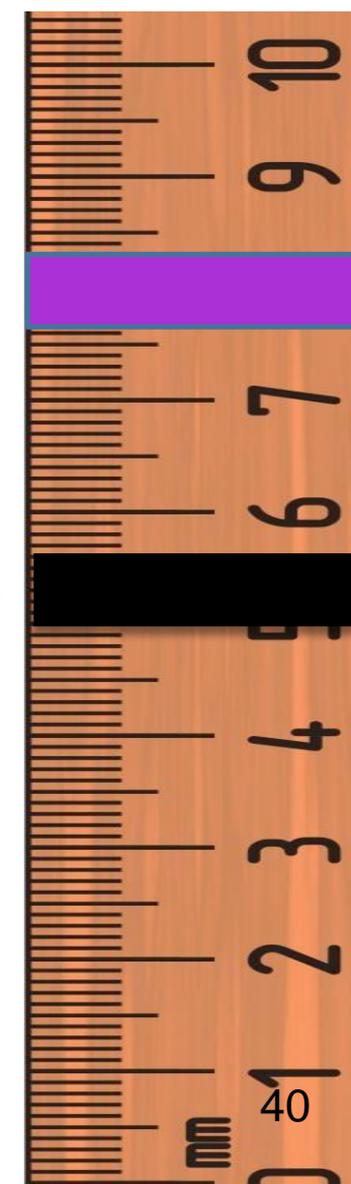
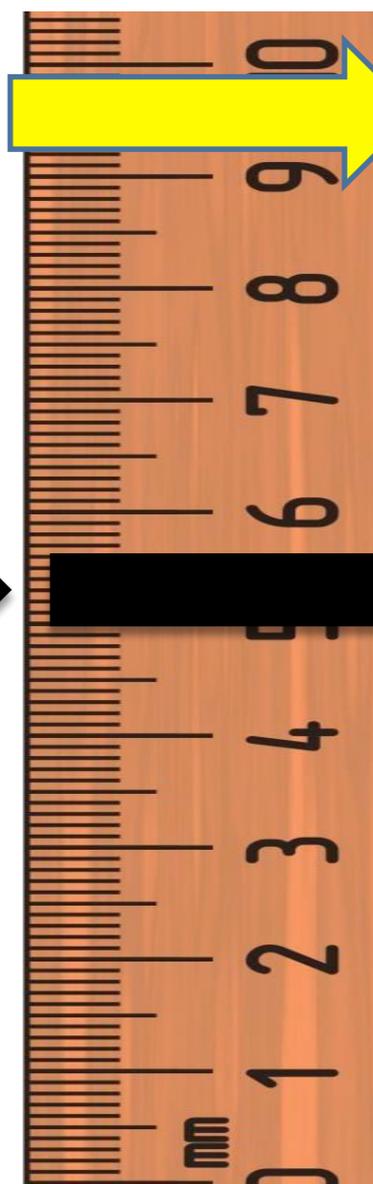
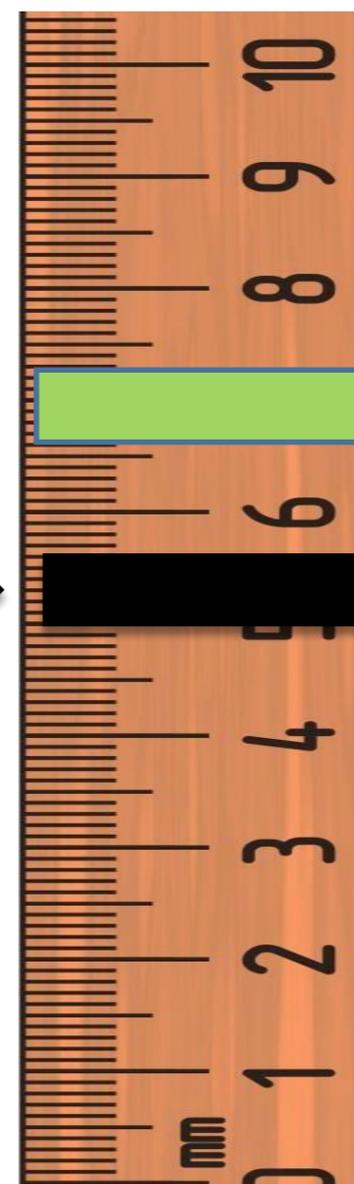
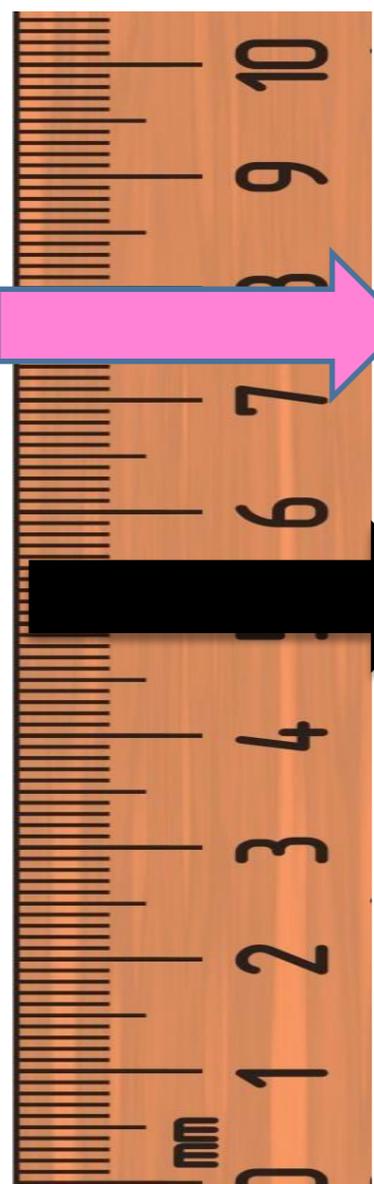
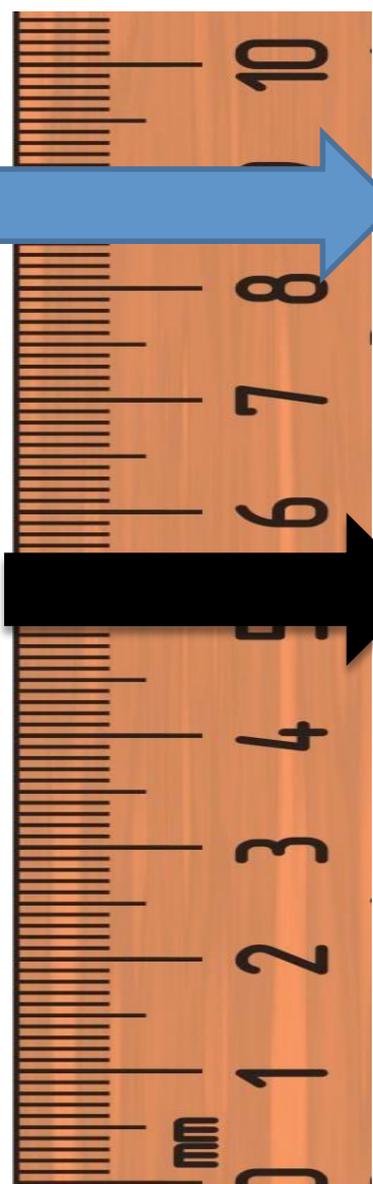
BP

Tight

BR

HR

Tension





**37% of all work related absences
45% of all working days lost
Average of 24 working days lost.
11.7 million days lost
cost of 8 billion pounds**



Health and Safety
Executive

Health and Work strategy plan: **Work-related stress**

Work-related stress (WRS) is the second most commonly reported cause of occupational ill health in Great Britain. It is recognised as a major health issue for employees and employers in all sectors. The highest incidence rates are recorded in the

public sector – education, health and social care, prisons, emergency services, local and central government – with increasing evidence that it is becoming a significant problem in other sectors.

Current position

1.5% of the working population are suffering from work-related stress, depression and anxiety. The total number of working days lost in 2015/16 was 11.7 million, an average of 23.9 days per case. WRS accounts for 37% of all ill-health cases and 45% of

all working days lost. The key stressors identified in the high-prevalence public services are workloads, demands and support.

HSE statistics site: www.hse.gov.uk/statistics

Priorities

Improving stress information and support services available.



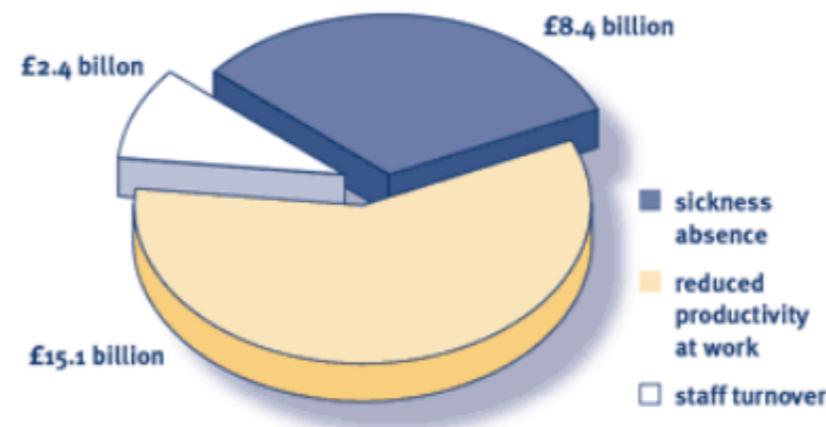
£1,035 for every employee/year
8.4 billion in sickness absence
15.1 billion in lost 'presenteeism'
2.4 billion in replacing staff

Employment: the economic case

Every organisation in Britain is affected by mental distress and ill health in the workforce. At any one time one worker in six will be experiencing depression, anxiety or problems relating to stress. 91 million days are lost each year due to mental health problems.

The total cost to employers is estimated at nearly £26 billion each year. That is equivalent to £1,035 for every employee in the UK workforce.

Figure 1: The business costs of mental ill health at work



Simple steps to improve the management of mental health in the workplace should enable employers to save 30% or more of these costs - at least £8 billion a year.

[Download a summary of Mental Health at Work \(130 KB\)](#)

Awareness Training
Prevention measures
Quicker and Better access to support.
Effective rehabilitation systems.

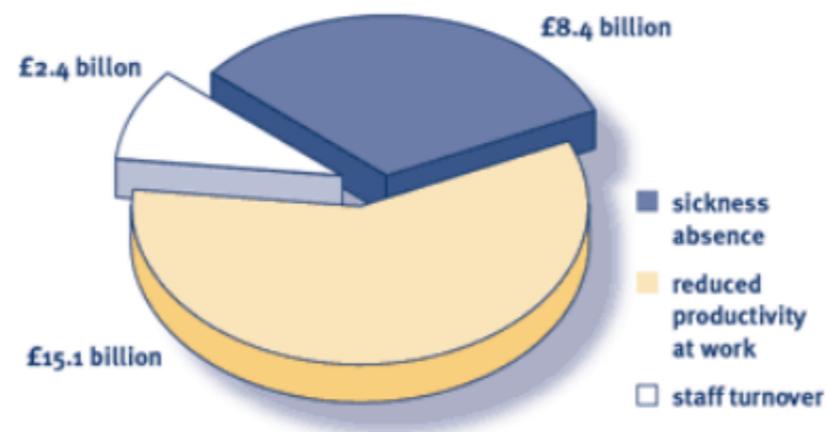


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8.4 billion in sickness absence
15.1 billion in lost 'presenteeism'
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So how can you help your staff?

Stress Risk assessments Surveys and Questionnaires
Effective early-warning Reporting mechanisms
Absence reporting & Occ. health referrals
Awareness raising training and materials
Prevention measures
Quicker and easier access to support
Self-help materials
AccessDigital services
Effective Face to face Therapeutic rehabilitation support

Stress management,
Self-Motivation and influencing training
Gym membership
Managers MH/stress awareness training
Mindfulness training,
Resilience training,
Change management training
Difficult conversations
Counselling,
CBT,
NLP,
Addictions support (smoking, alcohol, cannabis, gambling)
Calendar of events



Stress Management (based on 1000 staff)

A useful definition of stress is provided by the Health and Safety Executive (HSE):

“The adverse reaction people have to excessive pressures or other types of demand placed on them.”

The NICE [business case tool for promoting mental wellbeing at work](#) estimated that mental ill health costs UK employers almost £1 million per year.

For an organisation with 1000 employees, the annual cost of mental ill health was estimated to be more than £835,000.

Identifying problems early – or preventing them in the first place, could result in cost savings of 30%.

This is equivalent to cost savings of more than £250,000 per year.

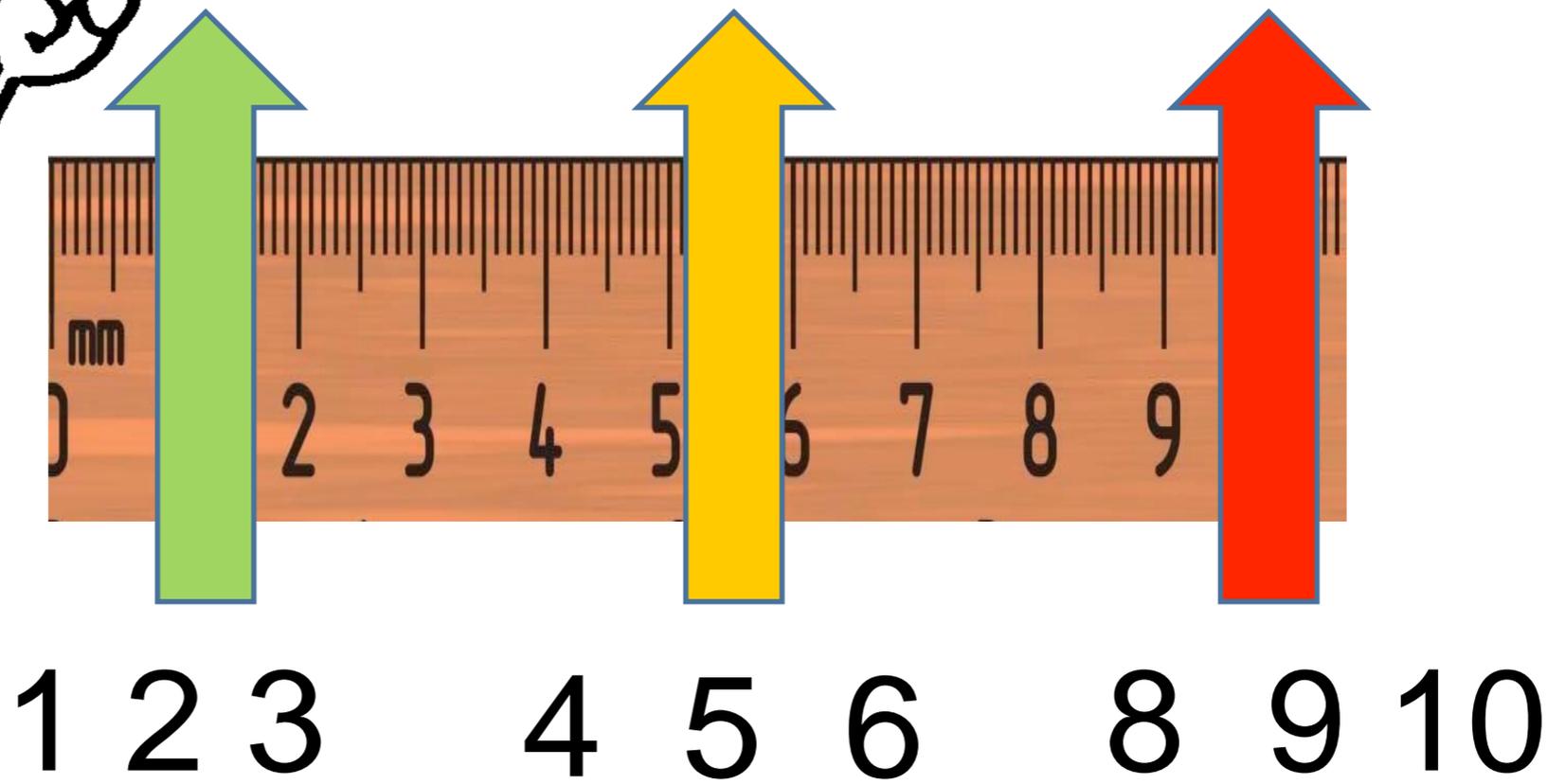
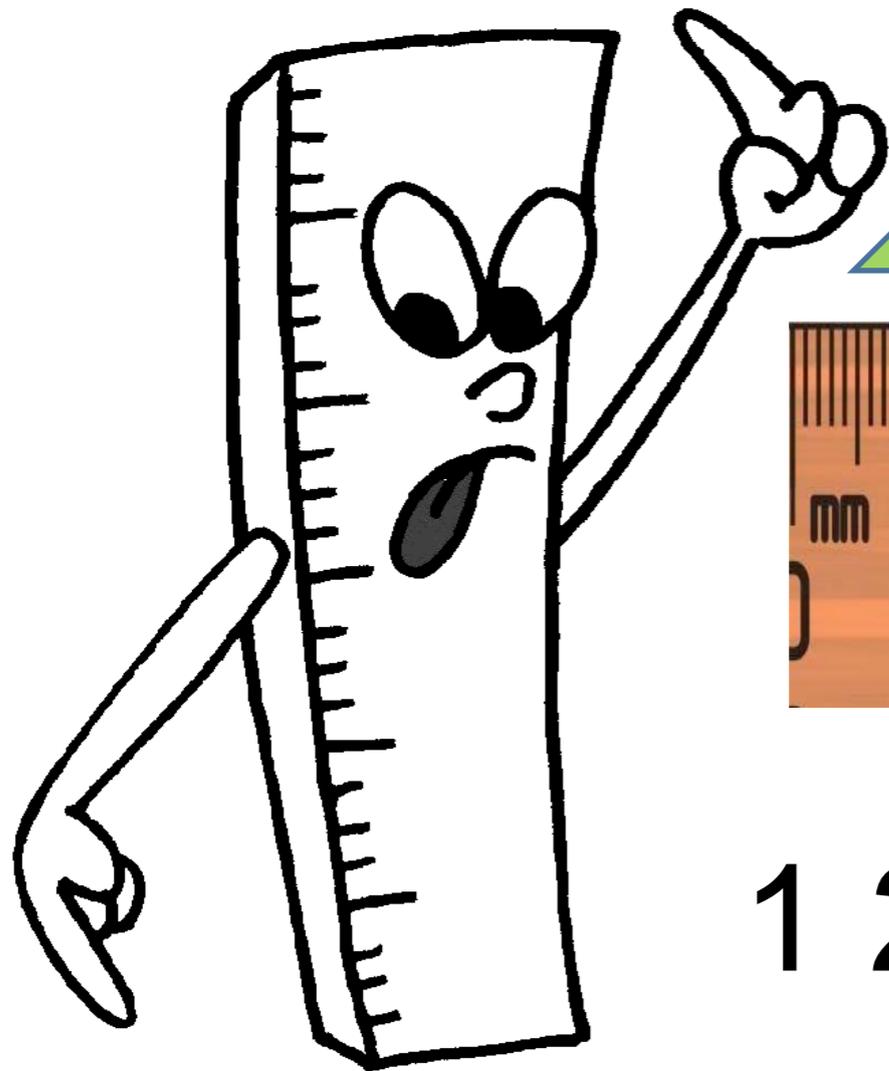
Cost per employee: £835

Cost for interventions employee: £200

Savings per employee: £635



Question: -How MUCH stress are you under at the moment? (1-10)



1= Why not a Lower number.....

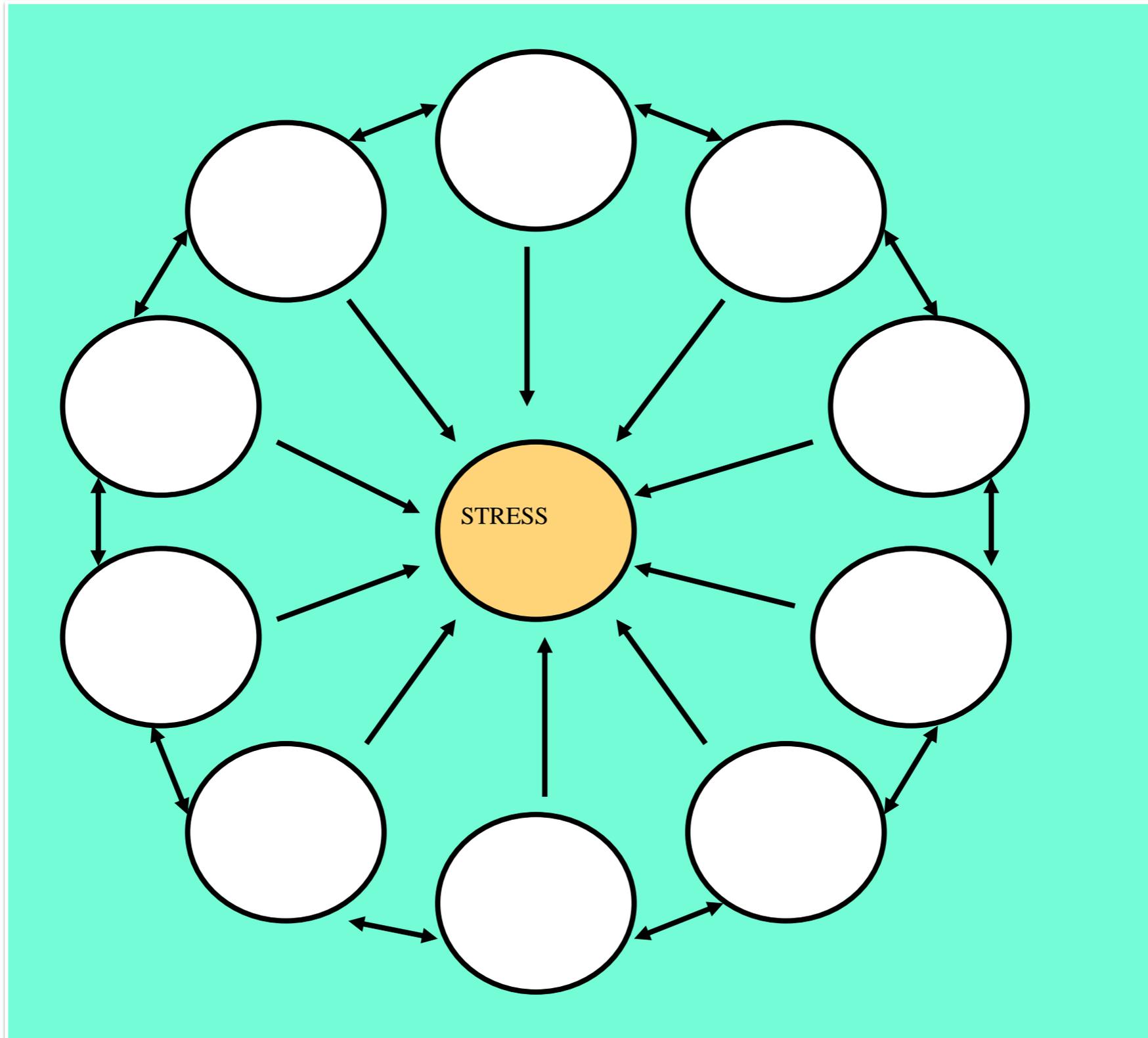
.....

2= What could we do to make it a higher number (what would need to happen)

.....



My Stress Cycle





Management of Change, mindfulness, building resilience,

Cost per employee: £250

Cost for interventions employee: £100

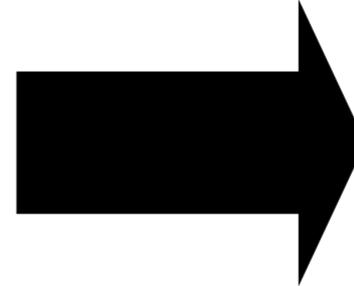
Savings per employee: £150

Barriers

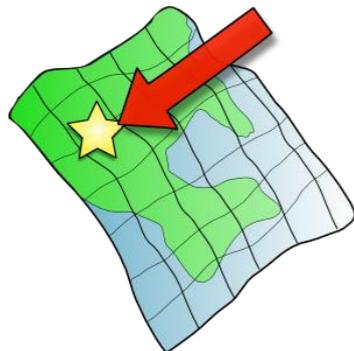
Solutions



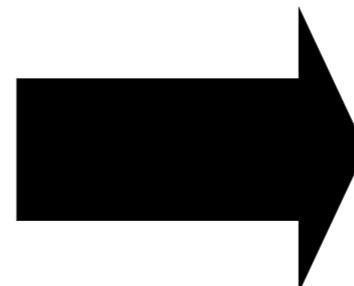
People barriers/triggers:



Solution:



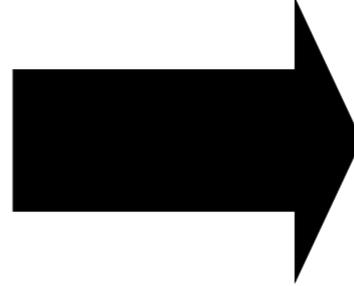
Place barriers/triggers:



Solution:



Time barriers/triggers:



Solution:

Anything or anyone else that could help make it easier or harder for you:



Risk taking behaviours (Manual Handling and health and Safety)

**Interventions available :
MHFA, MH for managers Awareness training**

Cost per employee: £750

Cost for interventions employee: £200

Savings per employee: £550



1 in 4 people has a common mental disorder or addiction at any one time and the economic and social cost of these is £105 billion – similar to the entire annual NHS budget.

HR review

HR ▾ | DIVERSITY ▾ | EMPLOYMENT LAW ▾ | LEARNING ▾ | RECRUITMENT ▾ | REV

YOU ARE HERE: [Home](#) → [Analysis](#) → [Wellbeing Analysis and Features](#) → [Addiction costs UK industry £6.4 billion per annum – so why aren't businesses doing more about it?](#)

Addiction costs UK industry £6.4 billion per annum – so why aren't businesses doing more about it?

👤 Pamela Flores 📅 Thursday, April 5, 2012 💬 0 Comment 🏷️ Analysis, Drinking, Drugs, workplace

Richard Cross introduces the work of the United Kingdom Addiction Services Support Agency

A report from the National Treatment Agency claims that the cost to industry from illegal drug use is £800 million each year. Furthermore, the Government's "Alcohol Harm Reduction Strategy for England" (Prime Minister's Strategy Unit) says that "alcohol misuse among employees costs up to £6.4 billion in lost productivity through increased absenteeism, unemployment and premature death".

Employers have a corporate social responsibility (CSR) to look after the health and wellbeing of their workforce. However, many seem ill equipped to deal with the ever-increasing problem of substance misuse and addiction within their organisations.

Working life can be a major source of stress, and it is a well-known fact that high levels of stress often exacerbate addiction problems. The preconception of the addict sat on a park bench is a myth that many people need to dispel. Modern companies need to realise that





Smoking

Cost per employee: £250

Cost for interventions employee: £100

Savings per employee: £150



Question:

What things do people feel when they stop-smoking?

Discomfort Experienced	Duration	Prevalence
Irritability/aggression	Less than 4 weeks	50%
Depression	Less than 4 weeks	60%
Restlessness	Less than 4 weeks	60%
Poor concentration	Less than 2 weeks	60%
Increased appetite	More than 10 weeks	70%
Light-headedness	Less than 48 hours	10%
Night-time awakenings	Less than 1 week	25%
Urges to smoke	Years	70%

BLOODY BRILLIANT



Addiction Recovery (Alcohol, Drugs, Gambling)

**25% of H & S incidents due to addiction
17 million absence days**

Cost per employee: £1000

Cost for interventions employee: £250

Savings per employee: £700

People 
Triggers
Helpers

Places 
Triggers
Helpers

Quit Plan's

Coping with Cravings 
1.
2.
3.

Rewards 
1 day -
3 days -
1 week -
1 month -



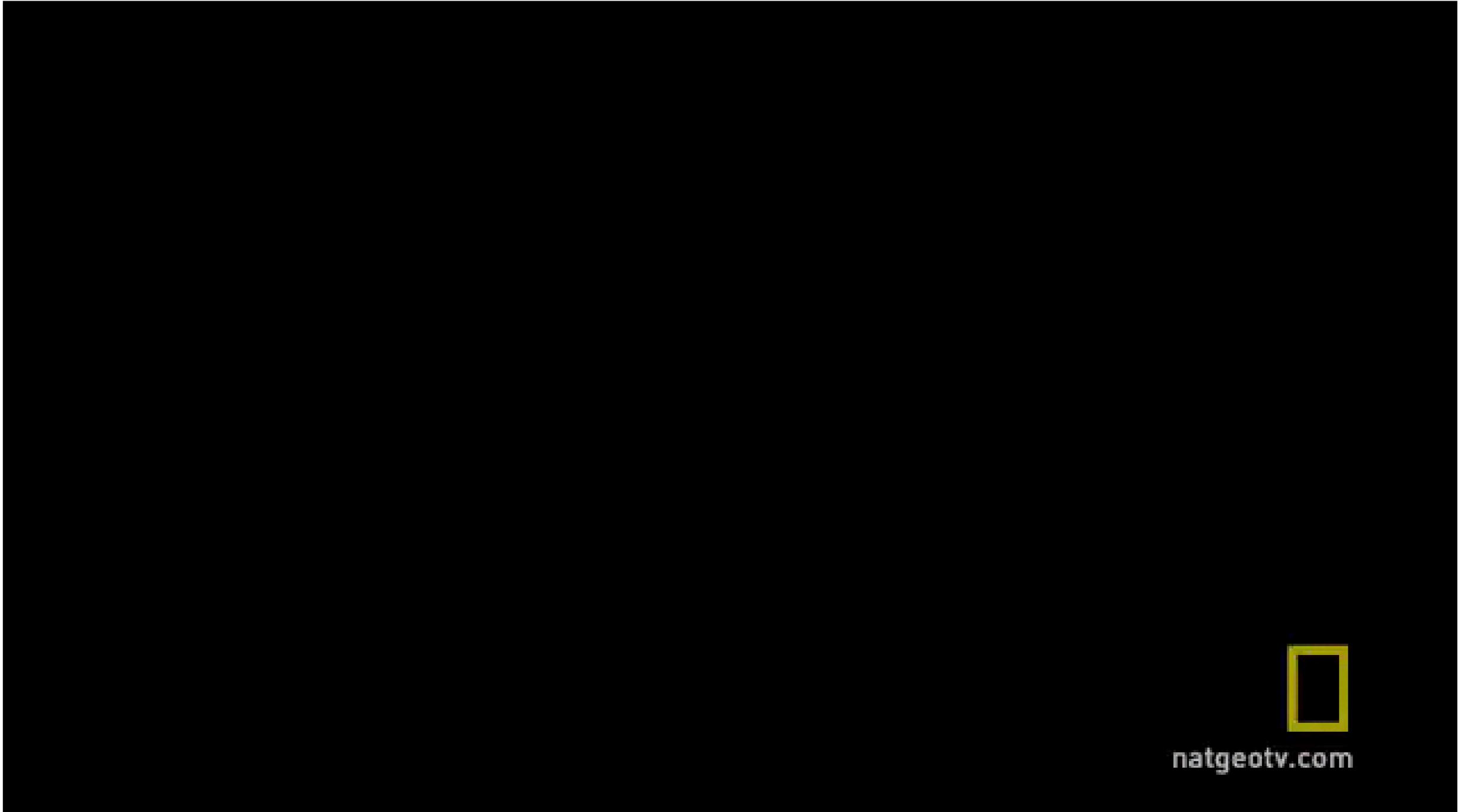
Motivational Management

Presenteeism is a growing problem for employers

Cost per employee: £250

Cost for interventions employee: £50

Savings per employee: £200



natgeotv.com



Changing culture through Social networks & social prescribing

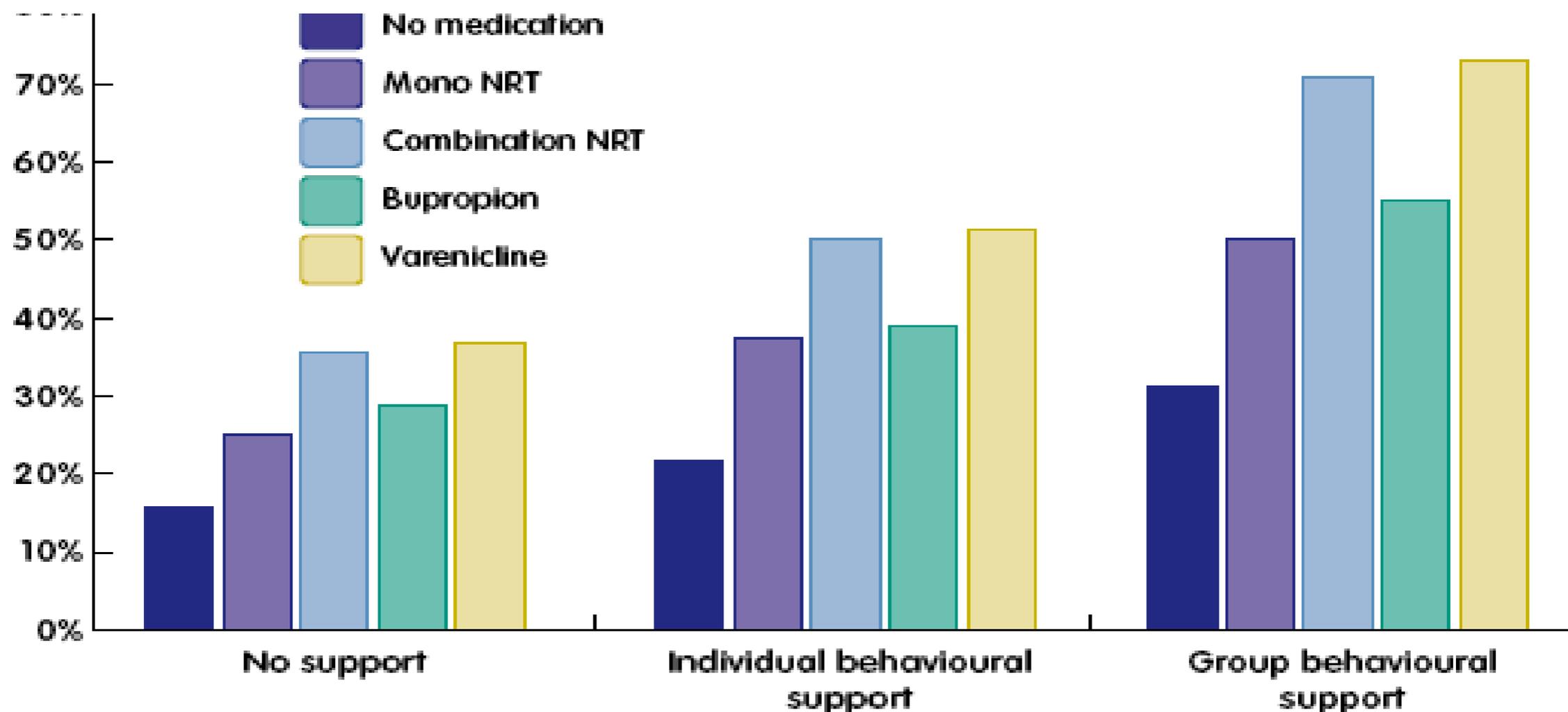


MH and Addiction Relapse rates is linked to lobster-syndrome.



The biggest Influence on the relapse rates in any MH issue or addiction is the amount of other similar people that are still in their social networks.

Efficiency of different support & medications on 4 week quit rates ¹



Source: *Cochrane Database of Systematic Reviews*

Four-week quit rates	No medication	Mono NRT	Combination NRT	Bupropion	Varenicline
No support	16%	25%	36%	28%	37%
Individual behavioural support	22%	37%	50%	39%	52%
Group behavioural support	32%	50%	71%	55%	74%

1. A guide to smoking cessation in Scotland 2010. Planning and providing specialist smoking cessation services. NHS Health Scotland 2010 pg 27.



'When you are part of a smoking group, you don't just stop for yourself'

By Pamela Lawn
31 August 2012 05:30 BST



Group support: Stopping smoking turned Joe Callery's life around and has spurred him to help others do the same.

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AND
GROW
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ROSS CORNWELL

"This is the best single book on personal success ever written; it made me a millionaire—starting from nothing."

—BRIAN TRACY, author of *Getting Rich Your Own Way*



**You can lead a horse to water
but sometimes it still wants to drink Irn Bru!**





Positive proof of global warming.



**18th
Century**

1900

1950

1970

1980

1990

2006



We need to keep providing our staff with more comfortable, sensible & tailored support.



Year: 1995 1998 2001 2004 2010 2013 2017

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WE CAN HELP YOU HIT YOUR TARGETS



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Dr. Alan Curley, PhD

The image features a classic optical illusion consisting of numerous concentric circles. The circles are drawn with white lines on a black background, creating a strong sense of depth and motion. The word "WARNING" is printed in a bold, red, sans-serif font, centered within the innermost circles. The overall effect is a hypnotic, tunnel-like visual that draws the viewer's eye toward the central text.

WARNING



Enter a search term



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[Live Well](#)

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Stress, anxiety and depression



[Common problems](#)

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Five steps to mental wellbeing

Evidence suggests there are five steps we can all take to improve our mental wellbeing.

If you give them a try, you may feel happier, more positive and able to get the most from life.

What is mental wellbeing?

Sarah Stewart-Brown, professor of public health at the University of Warwick and a wellbeing expert, says: "Feeling happy is a part of mental wellbeing. But it's far from the whole."

NHS Choices links

[Self-help therapies](#)

[Struggling with stress?](#)

[Tips for coping with depression](#)

Other useful links

My Health and Wellbeing Plan

Resilience and Safety

Print and note down...and make a pledge to yourself!



BE ACTIVE

Today, why not get physically active.

- ☑ Take the stairs, not the lift
- ☑ Do some 'easy exercise', like stretching, before you leave for work in the morning
- ☑ Go for a walk at lunchtime
- ☑ For more information on being active: www.uws.ac.uk/about-uws/facilities/sports/



LEARN

Why not learn something new today?

- ☑ Find out something about your colleagues
- ☑ Research something you've always wondered about
- ☑ Sign up for a class



CONNECT

Try to do something different today and make a connection.

- ☑ Put 5 minutes aside to find out how someone REALLY is
- ☑ Talk to someone instead of sending an e-mail
- ☑ Speak to someone new



TAKE NOTICE

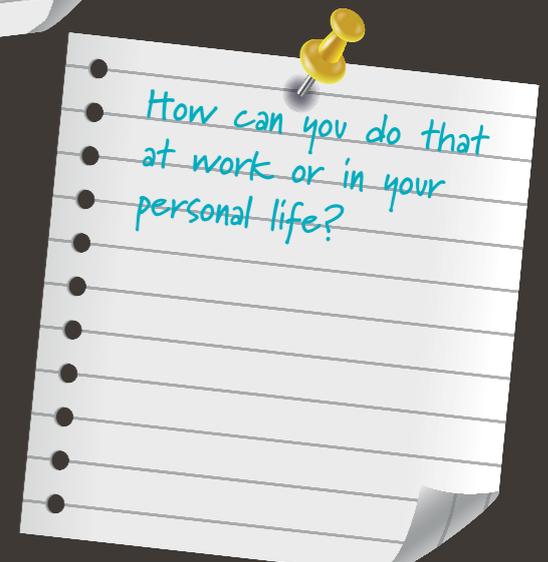
Reminding yourself to 'take notice' can strengthen and broaden awareness.

- ☑ Have a 'clear the clutter' day
- ☑ Take notice of how your colleagues are feeling or acting
- ☑ Take a different route on your journey to/from work



GIVE BACK

Do an act(s) of kindness



For more information visit <http://intranet.uws.ac.uk/departments/healthsafety/default.aspx>



Resource 3

How to promote wellbeing and tackle the causes of work-related mental health problems

mind.org.uk/work



Top tips

Line Managers

1. Lead by example

Send a clear message to your staff that their wellbeing matters. Actively encourage your team to adopt healthier working habits by working sensible hours, taking full lunch breaks, taking annual leave and resting and recuperating after busy periods.

2. Build your confidence on mental health

Familiarise yourself with your organisation's mental health policies and practices and the ways staff can seek confidential advice and support. Routinely publicise internal and external support pathways to staff.

3. Normalise mental health

Touch base regularly with your employees to check how they're getting on and think about what might be causing them stress. Create space for them to ask questions and raise issues, and give them permission to talk about home as well as work issues if they wish.

4. Take stock

Include an agenda item at team meetings to together discuss people's wellbeing and what factors are affecting this. A planning session can look at the issues in detail and develop a team action plan to address these. If the organisation runs a staff survey, this could form the basis of the discussion. This will normalise conversations about mental health and help staff think more about their own and colleagues' mental health and what factors can affect this.

5. Be available for your staff

Regular one-to-ones and catch-ups can help maintain good working relationships and build mutual trust. Managers should also help staff to manage workloads – by ensuring work is clearly defined, by communicating expectations clearly, and by agreeing reasonable deadlines with individual staff members.

6. Treat people as individuals

Treat employees with respect, praise good work, offer support if there are skills gaps, and try to use a coaching style of management. Listen to your staff and flex your management style to suit the needs of each team member and task. Ask for feedback about the support you provide and what support they need to help them achieve their goals.

7. Embed employee engagement

Promote a culture of open dialogue and involve employees in decisions about how the team is run and how they do their job. Empower staff by using a management style that allows them to be autonomous while ensuring they still feel supported. Make sure employees understand their role in the bigger picture and make clear their contribution to the organisation's vision and aims.

8. Create opportunities for coaching, learning and development

Make sure employees are confident, well equipped and supported to do their job to a high standard. You can help them gain confidence and skills by developing and rewarding their capabilities and by being available for regular work-related conversations as well as providing formal training.

HR professionals and senior managers

1. Develop a mental health strategy

A clear policy should set out how the organisation will promote wellbeing for all staff, tackle the causes of work-related mental health problems and support staff experiencing them.

2. Carry out a policy and practice review

Make sure your HR policies are joined up and inclusive of mental health. You may want to consider policies on health and safety, working time, sickness absence and return-to-work, recruitment, bullying and harassment, disciplinary action, redundancy, equality and diversity, stress/wellbeing, employee engagement, personal development and performance management ([see p.8](#)). Staff should also be given information on how mental health is managed and what support is available as part of induction and equality and diversity training.

3. Ensure line managers are confident discussing mental health

Managers need training and clear guidelines so they're well equipped to support staff experiencing a mental health problem. Mind can help with this – we've developed a range of [practical resources for employers](#) and our [training and consultancy team](#) can tailor a package to suit your needs. Publicise internal and external support pathways so all staff are clear on how mental health is managed and what support is available.

4. Normalise mental health

Building temperature checks into your organisation's culture helps to normalise conversations about mental health and promote open dialogue and positive attitudes

and behaviours. Regular one-to-ones embed this and ensure that staff wellbeing is routinely monitored. Make sure managers regularly meet with staff, ask them how they're doing and are open to discuss issues such as personal development, workload and personal issues.

5. Routinely take stock of mental health

To plan effective improvements, you need a clear picture of the organisation's mental health. Our guide, [How to take stock of mental health in your workplace](#), provides practical advice on how to collect information about your employees' wellbeing so you can identify priorities for action. Look out for areas of the organisation or job roles where there's a risk of poor wellbeing – if timesheets show excessive hours, or if sickness absence rates increase in one area, this may indicate a problem.

6. Promote a good work/life balance

Encourage staff to work sensible hours, take full lunch breaks and recuperate after busy periods. Senior leaders should role model these positive behaviours where possible. Supporting employees to fit their lives around their work with more flexible working practices can also keep people healthy, committed and productive and help reduce sickness absence.

7. Promote positive work relationships

Encourage staff exercise and social events, support a culture of teamwork, collaboration and information-sharing and back this up with robust policies on bullying and harassment. Peer support, buddy systems and mentoring allow colleagues to support one another outside of the official line-management structure and help promote positive work relationships.



So how can you help your staff?

Surveys and Questionnaires
Effective early-warning Reporting mechanisms
Absence reporting & Occ. health referrals
Awareness raising training and materials
Self-help materials
Digital services
Face to face Therapeutic support

CBT,
Stress management,
Counselling,
NLP, TFT/EMDR for PTSD,
Mindfulness training,
Self-meditation/Hypnotherapy



Stress Management (based on 1000 staff)

A useful definition of stress is provided by the Health and Safety Executive (HSE):

“The adverse reaction people have to excessive pressures or other types of demand placed on them.”

The NICE [business case tool for promoting mental wellbeing at work](#)

estimated that mental ill health costs UK employers almost £1 million per year.

For an organisation with 1000 employees, the annual cost of mental ill health was estimated to be more than £835,000.

Identifying problems early – or preventing them in the first place, could result in cost savings of 30%.

This is equivalent to cost savings of more than £250,000 per year.

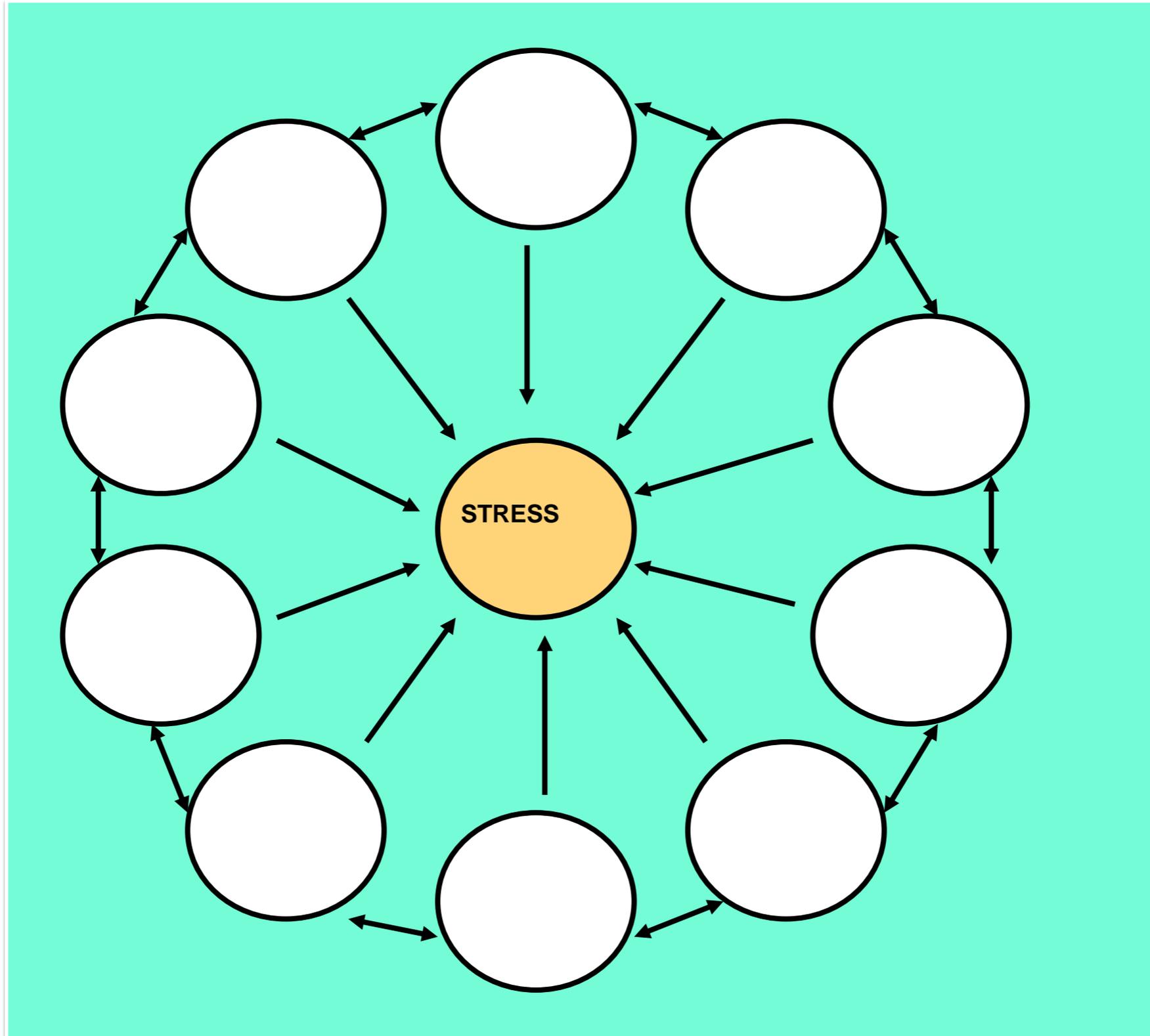
Cost per employee: £835

Cost for interventions employee: £200

Savings per employee: £635



My Stress Cycle





Management of Change (building resilience)

Interventions available :

**Awareness training, Self-help materials, Resilience building Training,
digital support, face to face support**

Cost per employee: £250

Cost for interventions employee: £100

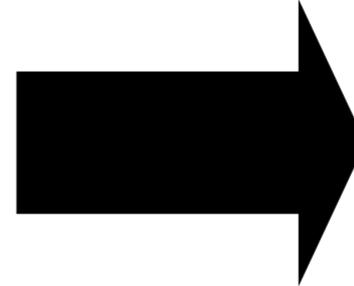
Savings per employee: £150

Barriers

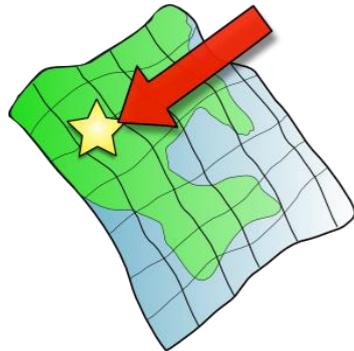
Solutions



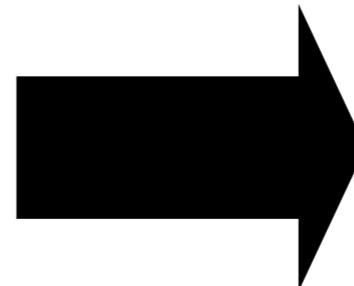
People barriers/triggers:



Solution:



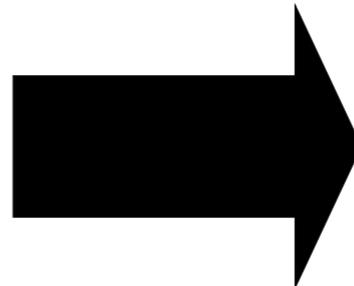
Place barriers/triggers:



Solution:



Time barriers/triggers:



Solution:

Anything or anyone else that could help make it easier or harder for you:



Risk taking behaviours (Manual Handling and health and Safety)

Interventions available :

**Awareness training, Self-help materials, Stress Management Manual Handling Training,
Digital support, face to face support**

Cost per employee: £750

Cost for interventions employee: £200

Savings per employee: £550



One in 4 people has a common mental disorder or addiction at any one time and the economic and social cost of these is £105 billion – similar to the entire annual NHS budget.

HRreview

HR ▾ | DIVERSITY ▾ | EMPLOYMENT LAW ▾ | LEARNING ▾ | RECRUITMENT ▾ | REV

YOU ARE HERE: [Home](#) → [Analysis](#) → [Wellbeing Analysis and Features](#) → [Addiction costs UK industry £6.4 billion per annum – so why aren't businesses doing more about it?](#)

Addiction costs UK industry £6.4 billion per annum – so why aren't businesses doing more about it?

👤 Pamela Flores 📅 Thursday, April 5, 2012 💬 0 Comment 🏷️ Analysis, Drinking, Drugs, workplace

Richard Cross introduces the work of the United Kingdom Addiction Services Support Agency

A report from the National Treatment Agency claims that the cost to industry from illegal drug use is £800 million each year. Furthermore, the Government's "Alcohol Harm Reduction Strategy for England" (Prime Minister's Strategy Unit) says that "alcohol misuse among employees costs up to £6.4 billion in lost productivity through increased absenteeism, unemployment and premature death".



Employers have a corporate social responsibility (CSR) to look after the health and wellbeing of their workforce. However, many seem ill equipped to deal with the ever-increasing problem of substance misuse and addiction within their organisations.

Working life can be a major source of stress, and it is a well-known fact that high levels of stress often exacerbate addiction problems. The preconception of the addict sat on a park bench is a myth that many people need to dispel. Modern companies need to realise that



Smoking

Reducing levels of smoking among workers will help reduce cardiorespiratory diseases – one of the largest causes of sickness absence. Some evidence suggests that, on average, a person who smokes will have 33 more hours off sick per year than a non-smoker ([NICE business case tool for workplace interventions to promote smoking cessation](#)).

For an organisation of 1000, in which 25% smoke and are paid the national average hourly wage of £15.52, this absence equates to a loss of more than £128,000 a year.

Cost per employee: £130

Cost for interventions employee: £50

Savings per employee: £80



Question:

What things do people feel when they stop-smoking?

Discomfort Experienced	Duration	Prevalence
Irritability/aggression	Less than 4 weeks	50%
Depression	Less than 4 weeks	60%
Restlessness	Less than 4 weeks	60%
Poor concentration	Less than 2 weeks	60%
Increased appetite	More than 10 weeks	70%
Light-headedness	Less than 48 hours	10%
Night-time awakenings	Less than 1 week	25%
Urges to smoke	Years	70%

BLOODY BRILLIANT

Examples of our public health initiatives include:

Alcohol Awareness at Work

We have developed a campaign to promote alcohol-unit awareness, building on the Department of Health's existing general public health campaign. We are piloting the campaign with local authority and NHS staff in Southampton with the intention of rolling it out to all workplaces in England in late 2009.

Preventing Chronic Obstructive Pulmonary Disease

We are developing a communications strategy for Chronic Obstructive Pulmonary Disease (COPD) (a condition that includes chronic bronchitis and emphysema) that will be rolled out from early 2009. The strategy aims to raise awareness of the risks of lung damage from smoking and/or from occupational exposure to dusts, vapours, gases and fumes that can cause COPD and to reduce the number of people who are at risk. It links core health and safety steps that people can take in high-risk industries with messages on the positive association between improving working practices and having a healthy, active and fulfilling life.

Smoking Cessation

Nearly half of all smokers in England are in routine or manual occupations. We have developed a marketing and communications campaign geared to achieve maximum impact on smokers from routine and manual groups and encourage them to stop smoking. Work is also underway to modernise and improve NHS stop-smoking support and increase access for smokers from these groups.

Tackling obesity

In *Healthy Weight, Healthy Lives*,¹⁸ we made a commitment to work with employers and employer organisations to develop pilots exploring how employers can best promote wellness among their staff and make health at work part of their core business model to help reduce obesity. In addition, Change4life is a new movement, with an initial focus to improve children's diet and activity levels, which we are encouraging employers to support.

Healthy Eating

We will pilot a new Healthier Food Mark for public sector organisations during 2009.¹⁹



Addiction Recovery (Alcohol, Drugs, Gambling)

25% of H & S incidents due to addiction
17 million absence days

Cost per employee: £1000

Cost for interventions employee: £200

Savings per employee: £800

People 	
Triggers	
	Helpers

Places 	
Triggers	
	Helpers

_____'s
Quit Plan

Coping with Cravings 	
1.	
2.	
3.	

Rewards 	
1 day –	
3 days –	
1 week –	
1 month –	



Motivational Management

Presenteeism is a growing problem for employers

Cost per employee: £250

Cost for interventions employee: £50

Savings per employee: £200

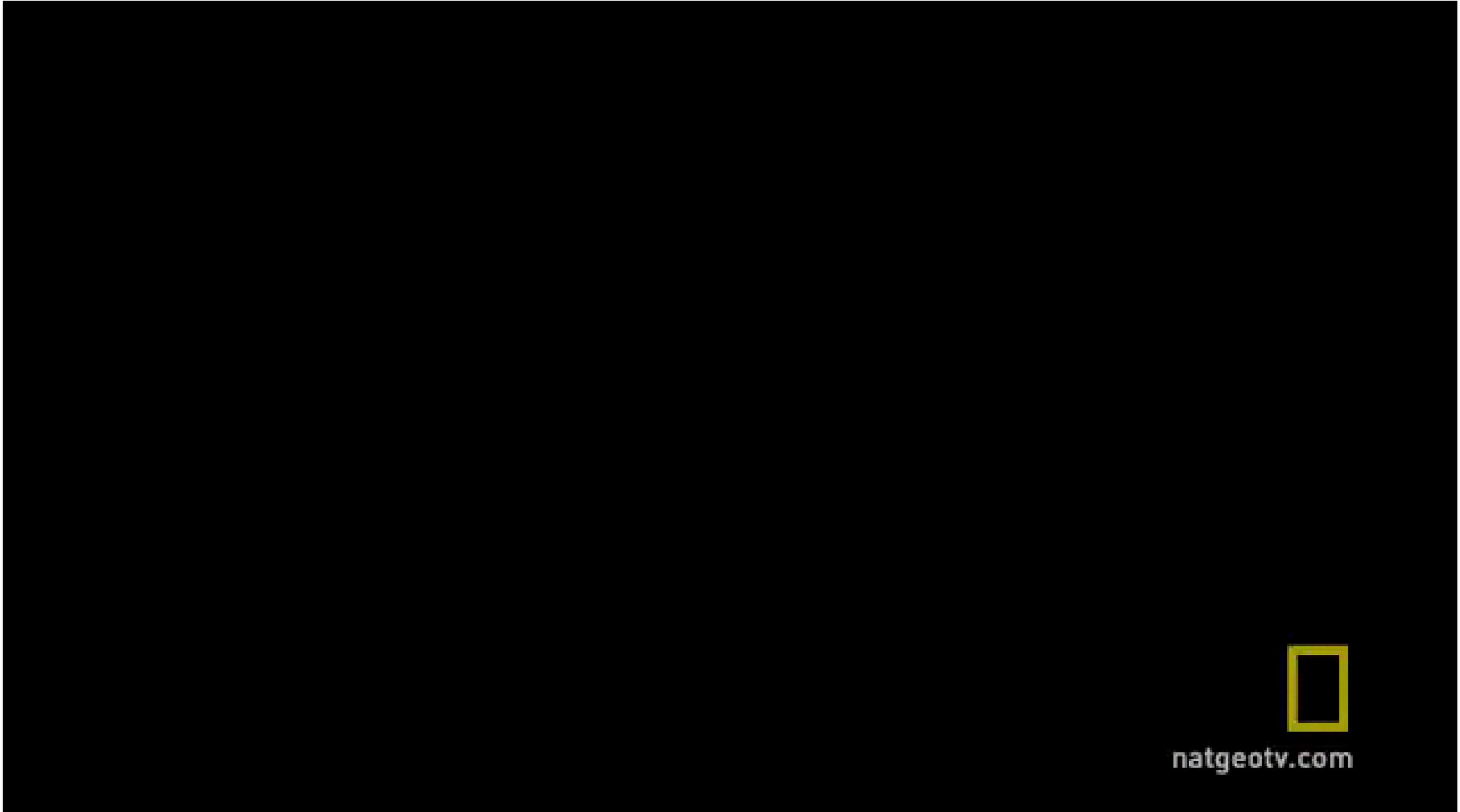


Digital Healthcare is becoming popular and cheaper



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natgeotv.com



Changing culture through Social networks & social prescribing

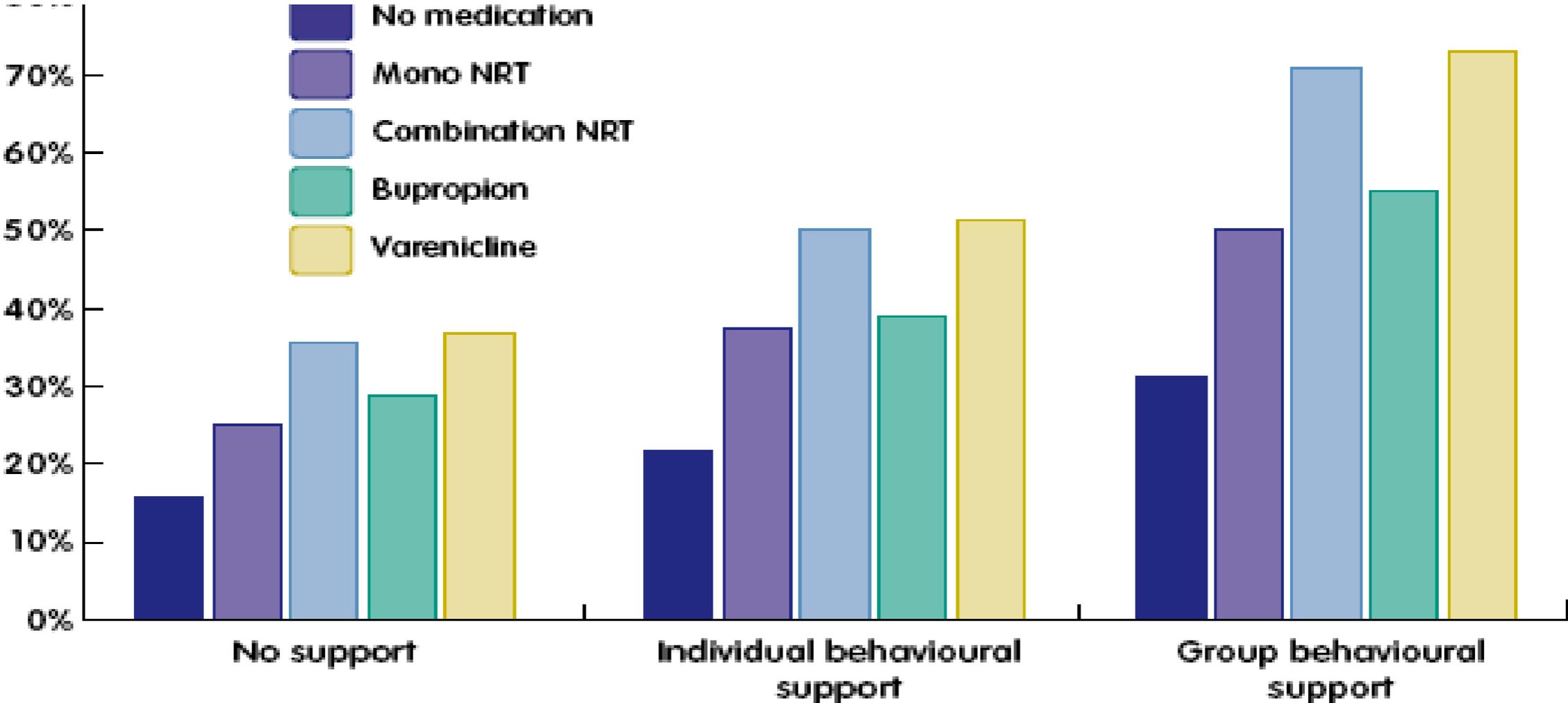


MH and Addiction Relapse rates is linked to lobster-syndrome.



The biggest Influence on the relapse rates in any MH issue or addiction is the amount of other similar people that are still in their social networks.

Efficiency of different support & medications on 4 week quit rates ¹



Source: *Cochrane Database of Systematic Reviews*

Four-week quit rates	No medication	Mono NRT	Combination NRT	Bupropion	Varenicline
No support	16%	25%	36%	28%	37%
Individual behavioural support	22%	37%	50%	39%	52%
Group behavioural support	32%	50%	71%	55%	74%

1.A guide to smoking cessation in Scotland 2010. Planning and providing specialist smoking cessation services. NHS Health Scotland 2010 pg 27.



'When you are part of a smoking group, you don't just stop for yourself'

By Pamela Lawn
31 August 2012 05:30 BST



Group support: Stopping smoking turned Joe Callery's life around and has spurred him to help others do the same.

© STV



Positive proof of global warming.



**18th
Century**

1900

1950

1970

1980

1990

2006



We need to keep providing our staff with more comfortable, sensible & tailored support.



Year: 1995 1998 2001 2004 2010 2013 2017

The image features a classic optical illusion consisting of numerous concentric circles. The circles are drawn with thick white lines on a black background, creating a strong sense of depth and motion. The word "WARNING" is printed in a bold, red, sans-serif font, centered within the innermost part of the spiral. The overall effect is a hypnotic, tunnel-like visual that draws the viewer's eye toward the central text.

WARNING

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WE CAN HELP YOU HIT YOUR TARGETS



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15/09/2017

Introduction to Health and Wellbeing at work

What is it and why is it important?



Measuring and evaluating H&WB interventions

evaluate?

Usage,

*effectiveness,
results, impact?*

Level 1: Activity, participation and engagement

Level 2: Change in behaviour

Level 3: Change in health outcomes

Level 4: Changes in business metrics

At what level?

Individual,

team,

organisation

level?

Where to

collect the

Strategic lens	Examples of impact metrics
Cost of ill-health provision	<ul style="list-style-type: none"> • Savings in costs associated with physical and mental health provision • Changes in health behaviours such as diet, exercise and smoking • Changes in health diagnostics, e.g. blood pressure, back pain, body mass index • Number and percentage of employees moving from high-risk to low-risk health status
Compliance and risk management	<ul style="list-style-type: none"> • Changes in the assessed level of risk related to employee health and wellbeing • Number and amount of accident and injury claims • Number of claims and costs associated with stress-related illnesses • Change in employee litigation on health and wellbeing grounds
Productivity and absence control	<ul style="list-style-type: none"> • Change in levels of absenteeism and presenteeism • Change in absenteeism and associated costs related to specific factors, e.g. musculoskeletal problems • Change in productivity levels according to objective assessments and/or employee self-assessments • Customer service ratings and feedback
Wellbeing culture	<ul style="list-style-type: none"> • Ratings and responses in employee surveys • Indicators of employee morale, satisfaction and engagement • Indicators of citizenship behaviour by employees • Industry rankings or awards as a 'great place to work'

Nuffield Health: 'Developing a strategy for Employee Wellbeing: A Framework for planning and action' (2012)