

BUSINESS TOOLKIT

Employee
Wellbeing



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5 TOP TIPS

Employee Wellbeing

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Employee Wellbeing

Healthy, happy employees are more productive at work. Happy staff means satisfied customers. Employee wellbeing is about creating a positive working environment, where everyone can thrive.

There are a number of business benefits to looking after your teams:

- Lower staff turnover
- Reduced absence rates
- Fewer mistakes and complaints
- Positive reputation - potential employees and customers/clients

These are my top tips for developing an employee wellbeing strategy - make sure it complements the rest of your people strategy:

1 Work design

Use job descriptions to set out key role expectations and responsibilities. Set clear objectives so that people know what is expected of them, and when they have achieved their goals. Be clear about how teams are structured, and how people can move round the business.

2 Health

Train managers on how to support and manage their teams, including how to have difficult conversations, on a range of subjects. It is also important to let employees know what other support is available through work - Occupational Health, HR, Mental Health First Aiders, Employee Assistance Programme. Encourage managers to role model taking breaks during the working day, taking regular annual leave to recharge. Educate employees on healthy living - regular exercise, healthy eating, the importance of sleep, stress management techniques and so on.

Link the above to your health and safety policy and practice.



Sarah Darbyshire is a HR Consultant with over 25 years' of human resources.

She is a Chartered Fellow of the CIPD and an approved MHFA England instructor, delivering Mental Health First Aid courses.

3 Live your values

Matching employees and company values impacts on staff satisfaction, wellbeing and turnover rates.

Incorporate your company values into all aspects of people management – recruitment, performance management, career development, training and development, reward and recognition. Recognise team members who embody those values.

Link your employee wellbeing and CSR agendas to put something back into your local community.

4 Be social

An important part of work for many people is about developing good working relationships with their colleagues. Encourage regular catch ups with line managers in team meetings, one to ones, business updates and so on. Make sure managers know how to support and manage employees working remotely as well in the office.

Develop a sense of team – company events, team quizzes, coffee mornings, good news stories – both personal and professional.

5 Personal growth

Having goals to work towards can be motivating for employees. Set targets, review them regularly, celebrate successes – these all help employees to feel a sense of achievement and understand their contribution to the wider business. Also, personal and professional development boosts performance, self esteem and confidence.

Make sure that managers know how to give constructive feedback to team members to help them grow and develop in their roles. Provide regular updates about how the business and team is performing, and give employees the opportunity to challenge, make suggestions and feel involved in the development of the company.

HR Solutions Yorkshire Limited provides commercial, pragmatic support to businesses on all aspects of people management: