Links, tips and resources shared during our

28th February 2023 webinar

"How to create a strategic employee wellbeing plan that embeds

Mental Health Care"

Links shared in the chat:

Link to SilverCloud by Amwell whitepaper which Angel's presentation refers to:

https://www.silvercloudhealth.com/uk/landing-page/workplace-wellbeing-whitepaper?utm_campaign=SCH_UK_23_HP_Workplace-wellbeing-whitepaper&utm_source=Event-Sponsored-Webinar&utm_medium=MAD-Webinar&utm_content=Workplace-wellbeing

Responses to our question to the audience: Do you feel that you are still struggling to shift stigma around mental health in your workplace?

I don't think the stigma is such an issue now Claire. I'm new to this workplace though and yet to deep dive!

I think employees in my workplace are open to talking about mental health and want a wellbeing strategy but its leaders and management that won't commit

People talk about MH in our workplace, but there are still many folks who scoff at the idea that a) MH is relevant to them and b) they might talk about it with their leaders/managers/colleagues

We have inconsistency - some areas are more comfortable than others. There are certainty areas where the stigma still exits and concern on the impact of disclosure.

Our experience has been that colleagues across the organisation sharing their own mental health experiences has made a big impact in tackling the stigma - it's a cross section from Chief Exec down

Depends on the country/ team - UK the stigma has greatly reduced, in parts of Asia it isn't talked about, US people are worried about it affecting future promotions, etc. Also, if a manager is known

to be 'sceptical', it's much easier to say you have flu/ backache/ other issues. It helps if senior leadership share their stories

On the impact of the downturn in the economy on whether wellbeing will remain a strategic priority:

We also know that in economic downturn people are more likely to experience a mental health problem.

I think the impact of recession depends on whether orgs see mental health and wellbeing as a driver of performance or as a perk

In response to question about stress in Angel's presentation:

To answer Tom's question, as Angel said stress is not always negative but 65% reported experiencing anxiety, 56% reported feeling overwhelmed and 48% felt burnt out. These are all symptoms of negative stress.

On the importance of a culture of care

Further education has a major teacher retention problem due to workplace health and work intensification issues, yet there is almost no dialogue on how the staff workforce needs a better working climate to enable students to flourish, which has knock-on effect to economic productivity and social mobility.

Nurses are also leaving the profession in droves so I think having directors on boards looking after wellbeing is not translating into a positive culture for nurses. This is being replicated across the public sector. We need major research and voices like Professor Cooper to vocalise the problems these issues store up.

In response to the question – do many of you have a Director of Wellbeing (as Sir Cary suggests) or do you think you can push for this?

No director - company is too small it will likely fall to me as QSHE Manager because I am a big advocate for it, with HR support

I'm a 'Head of wellbeing'. The role has been created in the last year, which shows the commitment to wellbeing.

Non-executive role is an interesting concept for this.

No Claire, and none of the previous businesses I've worked for in the past 10 years (including Amazon and Stanley Black & Decker) had them either.

We don't have a Director of Wellbeing, the responsibility sits with me as Head of HR

I've had Wellbeing added to my job title of Head of H&S as I am responsible for leading on wellbeing working closely with our People team

I'm Head of HR and lead this with Exec Dir sponsor

We do not have a Director of Wellbeing - it is seen as an HR responsibility and varies hugely across locations

Interesting to see a mix of HR and SHE with responsibility. For a long time my organisation passed the book between the two and loads of stuff got missed.

Do the HR folks find that having wellbeing driven by your teams detrimental to its overall effectiveness? I've always been of the belief that it should be independent from HR in an ideal world.

I'm Head of HR and lead on this, will be changing my job title soon as we move to 'People' - had discussed adding Wellbeing to it, or Culture....

We have to work together HR and H&S, I'm driving that collaborative approach in my new role. It's essential.

NB. Leading recruiters, (particularly in the US), have reported that the highest no. of new briefs currently in the pipeline are for "Chief Wellbeing Officer" roles.

Having the lead within HR works well here. There is strong alignment with our values and culture though and with our approach to employee relations

We finally got there. Now HR takes the lead but SHE is still involved. It only came together when we the staff insisted on having a wellbeing working group following high levels of STRESS reported in our first ever Employee Opinion Survey.

One has to lead, great to hear. I'm new to this business who are a bit behind, still stuck on the "low hanging fruit"! Ticking that last MHFA box off and then I can focus on this strategy business!

Our wellbeing 'programme' is run by myself, health and safety manager. our HR are engaged but we are struggling to push it further up the chain.

On the reference to the need to pay properly and the need to ensure managers have people skills and the right people are recruited for the right roles

As a government funded research workplace our pay has now fallen by 20% compared to the average market pay which in itself has fallen by 10%. Wellbeing takes a 'back seat'.

We also promote people sometimes because they are 'safe pairs of hands' and malleable to senior management - talent isn't always the attribute responsible for promotion. Research in further education indicates that it is not simply a technocratic, skills-based exercise.

We should be publishing these 'good work'; models as opportunities to influence professional culture across areas of work that have major recruitment and retention issues, again, I'm thinking of the public sector

Wellbeing should not be a nice to have! it should be a fundamental part of business

Claire - 100%. We refer to this as an org. being "wellbeing-driven" (or not!).

Yes - play people to their strengths!

Good people skills - do you not think that can be entirely subjective? Auditory/kin/visual learners (etc) all respond better to likeminded learners. As a manager, it is impossible to speak everyone's language. How do you train managers to speak people's language to avoid conflict?

Great point. I wonder if it's partly a question of great managers being able to flex their style to what the individuals in their teams need?

EDI training, unconscious bias training. One the manager is aware ten they can seek to improve their skills in these areas.

Many employers are SMEs and don't have the structures and specialisms of larger companies, which, as you most mainstream research covers. Can you speak to how they can specifically overcome some of these challenges with the resources they have?

Fantastic to see so many incredible thoughts, we as a group have a bias towards these areas. The challenge we face is persuading leaders to create change in an environment. Systems, data and structure will all help. However, these emotional skills are not always aligned with people in upwardly mobile positions in organsations

Absolutely! Adaptability and accommodating other styles is a hugely undervalued attribute within people managers

The movement is gathering pace for certain

I gotta say, I wish my previous MD sent me on EDI/manager training. I see it clear as day now how important it is

MHFA for Line Managers is so important. Give them those skills as they will help facilitate their relationships with all types of folks within their teams

63% said their mental health at work was affected by financial worries, 22% of parents cited the stresses of balancing childcare with work.

On the need for flexible working

We're just changing our blended working to be 8 days per month rather than 2 per week - to increase flexibility, and also have further flexibility for individuals with specific circumstances.

Our organisation is obsessed that staff need to be here 100% just in case some of their 'internal customers' need to get them urgently, and also because 'watercooler conversations' are critically important.

I'd love to see a company offer non mandated days of work. I.e. work 40 hours per week, whenever you like, 160 hours per month, whenever you like. Can you even imagine what could happen?

Some remote-first globally dispersed companies do that :-)

Nevertheless, wellbeing should still be structured. It needs to be as important as taking lunch. 5 mins meditation here, 30 mins barre there, 10 mins mindfulness...it needs to be routine

We've adopted this, so I work 30 hours per week, whenever and wherever I choose. Trust is a huge piece of the employee voice conversation and this level of flexibility empowers employees and promotes trust.

Thank yous

This has been fascinating

Thank you for this, it has been excellent and given me lots of food for thought

Very interesting session - thank you

Thank you - very informative and interesting

Thank you - great session

An extremely helpful webinar thank you :)

Great discussion, we need much more here in the public sector where I work, I have to go to another call, but thank you, look forward to follow-up

Thank you, great insights

Brilliant. Thank you!

This was amazing!

Thank you for a very informative and thought-provoking session!!

Fantastic session, thanks