

Express Guide to Workplace Wellbeing



BLACK SWAN
HEALTH LTD

Investing into workplace wellbeing can prevent physical and mental health issues in employees, in addition to the associated costs of lost productivity, work absence and worker's compensation.

Here are some simple techniques that employers can use to foster employee wellbeing in the workplace and beyond:

MENTAL WELLBEING:

- **Encourage informal conversations** – check-in with your team often and be open to discussing their wellbeing needs. Regular contact demonstrates your support and will enable you to respond to issues early on. Encourage staff to discuss wellbeing with peers and provide opportunities within or in addition to existing staff meeting and events to do so.
- **Offer an Employee Assistance Program (EAP)** – engage an EAP provider to deliver economical mental health services that are anonymous and free for employees. This discreet service for early intervention and ongoing support could help preserve and improve employee wellbeing, as well as prevent further mental health decline.
- **Proactively accommodate individual health needs** – businesses have a responsibility to reasonably accommodate an employee's existing mental and physical health conditions. Be proactive by providing support early to avoid more significant issues down the track, as well as letting employees know how to request and access this support.

PHYSICAL WELLBEING:

- **Encourage physical activity in the office** – employees should take regular breaks from sitting to reduce the health impact of sedentary behaviour. Display the “30-second exercises for the office” infographic from www.blackswanhealth.com.au/30-second-exercises/ in common areas and workspaces to remind employees to move often.
- **Encourage physical activity outside of work** – partner with a local fitness institution to offer discounted memberships to employees or establish a lunchtime/ after-work exercise group. The health benefits of regular exercise will contribute to overall wellbeing.
- **Design the workplace for healthy activities** – consider physical and mental employee wellbeing when designing or altering the workplace environment. For example, amenities such as lockers and shower facilities make physically active transport to and from work more accessible, while a welcoming common area can facilitate social interaction and connections that boost mental wellbeing.

TIPS FOR SUCCESS:

- Make workplace wellbeing part of the culture through managerial endorsement and considering workplace wellbeing in all policies and procedures, as well as modelling and personal wellbeing in your individual behaviour and communication.
- Ask employees for ideas and feedback on the initiatives that will best support their wellbeing, to ensure that you are investing in the most effective initiatives for your team.
- Ensure that workplace wellbeing initiatives are easily accessible and discreet, as employees may be deterred by privacy concerns or other foreseen complications.
- Promote your workplace wellbeing initiatives regularly to new and existing employees.

To learn more about Workplace Wellbeing and to find out how Black Swan Health's Employee Assistance Program can support your team, visit our website or contact us today: