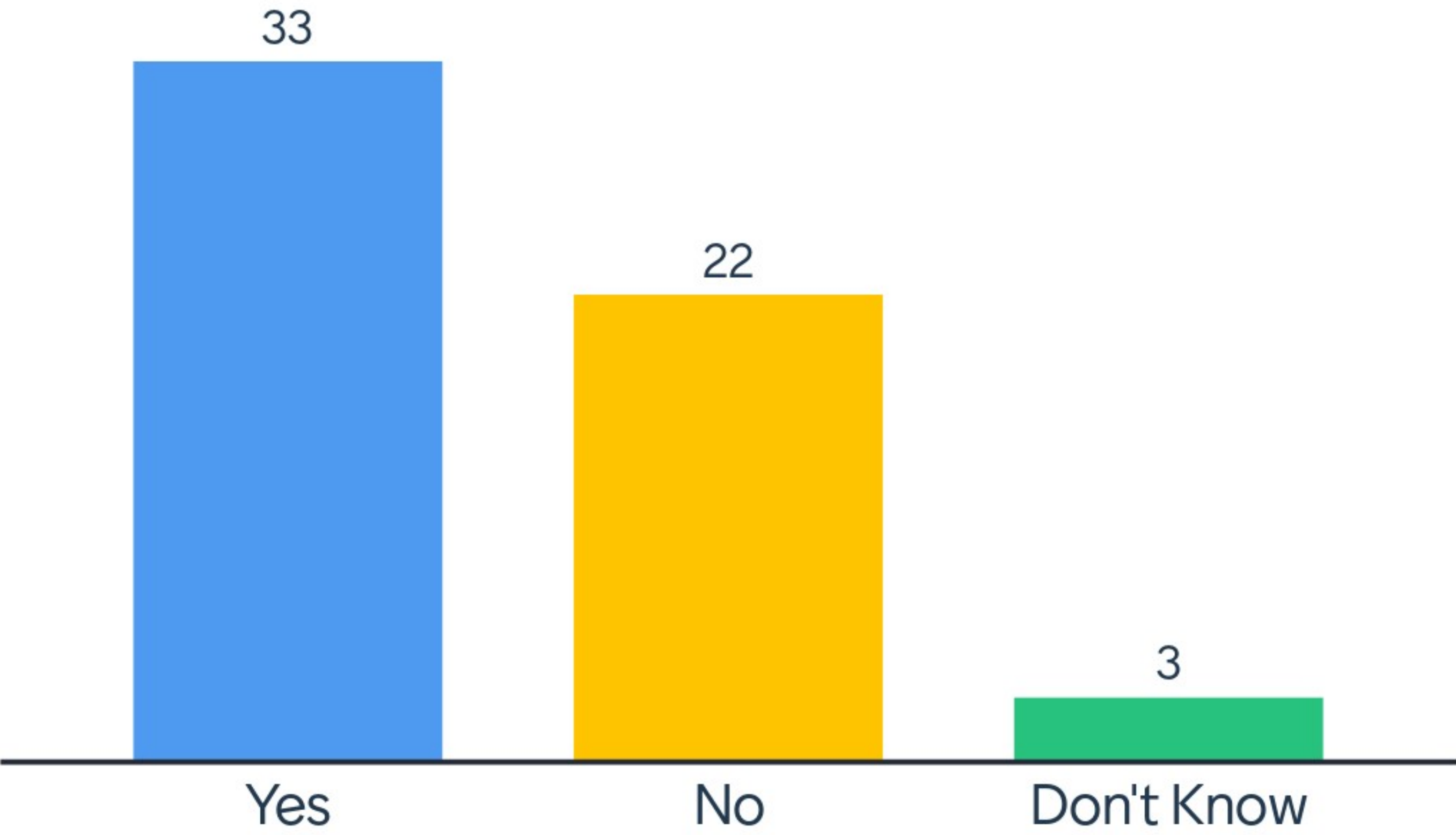


What is your job title?



Does your organisation have a wellbeing strategy?



What are some of the big risks to workers' health & wellbeing within the industry at the moment?

Burnout

Job security

Long working hours

Lone working

Being overworked

Workload

Burnout, Stress, workload/volume, uncertainty,
return to work anxiety

Uncertainty on home/office working

Burn out

What are some of the big risks to workers' health & wellbeing within the industry at the moment?

Fatigue

Job security

Burnout

Financial strain

Overwork, stress burnout. Deadlines for completion.

Short deadlines, resulting in feeling overworked.

Ignorance

Burnout

Workloads pressure

What are some of the big risks to workers' health & wellbeing within the industry at the moment?

burnout

Lack of support from management

Burnout

Fatigue Shift work Long hours Job security

Volume of work due to lack of resource

Fatigue - weekend working/unsociable hours
make it difficult for work/life balance

Isolation

Someone they can trust

Uncertainty on Job Security

What are some of the big risks to workers' health & wellbeing within the industry at the moment?

managing unrealistic client expectations

Workload

Concern about the return to work after extended work from home

Enforced return to office without due consideration to wellbeing

Small businesses making up bulk of workers on main contractor sites with no access to wellbeing programmes

time management over worked

Isolation

Lack of support for site workers and pressure of Lock down creating a pressurised back log of projects for managers and supervisors

Isolation and a sedentary lifestyle

What are some of the big risks to workers' health & wellbeing within the industry at the moment?

Full stress bucket, no capacity to take on more tasks, having to cover for others who are finding it difficult to keep up

Isolation and work pressure

burnout - over working to make up for time and lack of engineers

Mental health issues

Construction is a high risk industry at the best of times, accidents no doubt become more prevalent if workers are struggling with bad mental health and well-being

Economic uncertainty

Isolation and stress

Finance

Returning to the office stress
Workload and life balance

What are some of the big risks to workers' health & wellbeing within the industry at the moment?

lack of support , work load being over worked ,
finacial strain , isolation ,finance

Workload Pressure

Inadequate line management

How does your organisation promote wellbeing in the workplace?

Exec responsibility and part of strategic objectives

Mental health first aiders, line managers, HR

Regular wellbeing and mindfulness sessions online, added resources in the regular newsletters

We have mental health awareness trained staff.

2 MHFA trained staff. Encouraging people to say if any problems

It is at high level and does not trickle down well

Internal communication, newsletter, wellbeing page on intranet

Wellbeing Days on site, on-line sessions, posters, Wellbeing Champions, Annual Wellbeing Calendar, quarterly focus topics, discussed in performance reviews.

We try to but it's incredibly hard with such a high workload at the moment

How does your organisation promote wellbeing in the workplace?

Line managers, more needs to be done

MHFA staff. Signposting on the intranet

Directors responsible and actively promote,

Openness and transparency and support networks

Rather than promoting wellbeing we tend to promote engagement more as this seems to work with the workforce

Introduction of EAP, surveys to identify staff wellbeing needs

We have an open door policy. We are lucky that we are a small company and everyone gets on well and we all talk and support each other. Team building outings, charity events.

traditional comms alongside, Exec sponsors and Wellbeing and Inclusion Champions

We have a wellbeing team, regular communications under the following headers financial, physical, mental, cultural, occupational and social.

How does your organisation promote wellbeing in the workplace?

We have 3 mental health first aiders and Wellness committee. EAP

MHFA's, Regular sessions discussing mental health and well-being

Regular team meetings

Health and wellbeing site - with links available for all areas of health, mental health and wellbeing. We have a H&WB team from partners, HR, seniors and admin members. We send links out monthly for awareness to various areas.

Training, toolbox talks, posters, promoting exercise and healthy eating, wellbeing support group

Wellbeing ambassadors, HSW moments, resources, MH training

HR support, regular catch ups between teams, flexible working supported, but no clear mental health trained staff to draw upon at the moment

Working group on four pillars :- physical, mental, financial, social

Team meetings

How does your organisation promote wellbeing in the workplace?

We have mental health first aiders, monthly updates and a teams channel/ Whatapp groups with different advice, activities and events available to all staff

Many initiatives but picking up on the comment about struggling to get a GP appointment we have access to a virtual GP service

we have mental health first aider , give support check in with our employees on regular basis. ,

Mental health first aiders

trying to manage work load at a higher level

yes

training

Occ Health referrals. Reasonable adjustments to role. Redeployment where necessary.

What does your organisation offer to support those suffering from long term health issues?

Nothing

In house support and outside counselling

We haven't had this situation. I don't know.

Long paid sick leave. Have been very good to a couple of people

staged return to and from work / flexible hours / 24hr helpline

Never had this issue.

Flexible working, adaptable equipment, disabled access etc, little for mental health issues

Gives them the time they need, whether that be for appointment or simply rest, flexible working, support , sick leave

Occupational health support, income protection if unable to work, flexible working, adjustments,

What does your organisation offer to support those suffering from long term health issues?

We offer support either medically or with counselling and regular contact

Phased returns, monthly reviews, flexible working. WAPOpen door policy to talk through issues.

Flexible working, meetings with managers/HR etc., EAP, visits from OH Nurse to site, Health Risk Assessments, Health Surveillance

Bith internal and external support

I don't know. We have a company healthcare plan - so possibly that could provide help.

Phased return to work, flexible working hours, counselling

reduced working hours and OH support

Support from managers and colleagues especially From HR

I'm self employed so nothing but when in previous employment it was the minimum to meet statutory obligations rather than going the extra mile

What does your organisation offer to support those suffering from long term health issues?

Have regular meetings and discussions, carry out a risk assessment to check on how that individual now performs against tasks to identify any risks to be more aware of

Offering work adjustment support for affected persons
Providing additional resources to affected persons to assist affected persons to undertake their duties
Periodic reviews

support from hr and mental first aiders

Regular communication.

How likely are you to review your wellbeing practices and processes after today's conference?

