

WE NEED YOUR HELP TO LAUNCH OUR NEW

# WELLBEING Initiatives



**As employers M&D Care have a fundamental duty of care for the wellbeing of its colleagues, it's health and wellbeing strategy plays a vital role in this. CIPD (2024) emphasises "fostering colleague wellbeing is good for the people and the organisation. Promoting wellbeing can help prevent stress and create positive working environments where individuals and organisations can thrive. Good health and wellbeing can be a core enabler of employee engagement and organisational performance".**

According to the HSE (2022/23) report on average people took 19.6 days off work for stress, depression or anxiety. Medscape (2023) reported number of days lost to sickness absence in the UK increased to a record high in 2022 and absences among health and social care workers is consistently higher than other employment groups. Wales recorded the highest in the UK at 3.6% per employee per month. To help support in combating with the rising rates of sickness absence within the organisation the company will be launching three new wellbeing initiatives.

M&D Care is searching for several representatives to support in collectively in helping one another to thrive in the workplace. We need your help from managers in sourcing the right people from within your teams to assist in facilitating these three new wellbeing initiatives.

## Mental Health First Aiders

CIPD (2024) highlights the importance of employers promoting good mental health within the workplace, to support this Suff (2023) states that "mental health issues will affect one in four people at some point in their lives and in turn, will have a substantial impact on both employee well-being and is a major cause of long-term absence from work". (Mind, 2023b) a charity which supports those experiencing mental health, highlights "the importance of employee wellbeing and the organisational benefits in supporting the mental health of the workforce".



M&D Care is looking to appoint a Mental Health First Aider for each of its sites. Mental Health First Aiders would be recruited from existing workforce. Alpha Safety would host the training and successful appointees would have a valid certificate for 3 years. The main objectives for the representative as listed by Alpha Safety Training (2024) would be as follows.

- ✓ To be the 'go-to person' for anyone who is experiencing some form of mental health condition i.e. stress, anxiety, or depression.
- ✓ To be responsible for ensuring a positive working environment, with the support and facilities that are required to promote good mental health.
- ✓ To have the relevant knowledge to identify anyone who is showing signs of ill health i.e. a change in behaviour, body language or character.
- ✓ To will be there to help guide the person in distress and support wherever necessary and therefore, be able to intervene before it escalates.

## Colleague Forum Representatives – ‘It’s good to talk’

CIPD (2024) suggest “Implementing a range of two-way communication and consultation methods to encourage employee voice. And goes on to state “ensure voice methods are used regularly, such as weekly meetings and annual surveys for individual voice and a staff forum and/or joint consultative forum for collective voice”.

M&D Care is looking to launch a colleague forum, with a representative from each of the 20 sites. The role of the representative would be to attend monthly meetings, share insights from their services and facilitate the annual ‘have your say day’.

The role of the representative would be to attend monthly meetings, share insights from their services and facilitate the annual ‘have your say day’. The main objectives for the role would be as follows.



- ✓ To create a culture of transparency and openness, where colleagues feel comfortable to speak up and share their ideas.
- ✓ To improve collaborative working.
- ✓ To host an annual ‘Have Your Say’ Fun Day which is organised with the purpose of hearing the thoughts and opinions of everyone working and being supported within M&D Care.
- ✓ To be used to discuss and try and resolve issues together.
- ✓ To help build trust and confidence between employer and employees.

## Healthy Eating Representatives – ‘Thanks a bunch’ Free Fruit scheme.

The organisation is looking to place Healthy Eating Representatives in all M&D Care sites and launch a new scheme ‘Thanks a bunch’ – Free Fruit for workers.

Fruit provides numerous benefits. In general, incorporating fruit into part of a healthy lunch can be a really great way for colleagues to sustain energy throughout the day. Additionally, a survey carried out by British Summer Fruits (2019), which polled “2,000 employees in the UK, has shown more than half think their mood, productivity and stress levels would be enhanced if they were provided with healthy snacks, such as free fruit at work, by their employers”.

As part of this initiative the organisation will provide free fruit in the workplace to gently encourage colleagues to make healthy food choices, which will be part of a wider drive to encourage employees to eat more healthily. The Healthy Eating Representatives selected from the workforce will play a vital role in supporting the initiative. The main objectives for the representatives would be as follows.

- ✓ To be the onsite healthy eating representative.
- ✓ To encourage health snack options.
- ✓ To facilitate on site distribution of the free fruit scheme.
- ✓ To reinforce health eating campaigns.
- ✓ To encourage colleagues to share healthy recipes, organise a recipe sharing, or hold team lunches occasionally with colleagues bringing a healthy dish to share.

