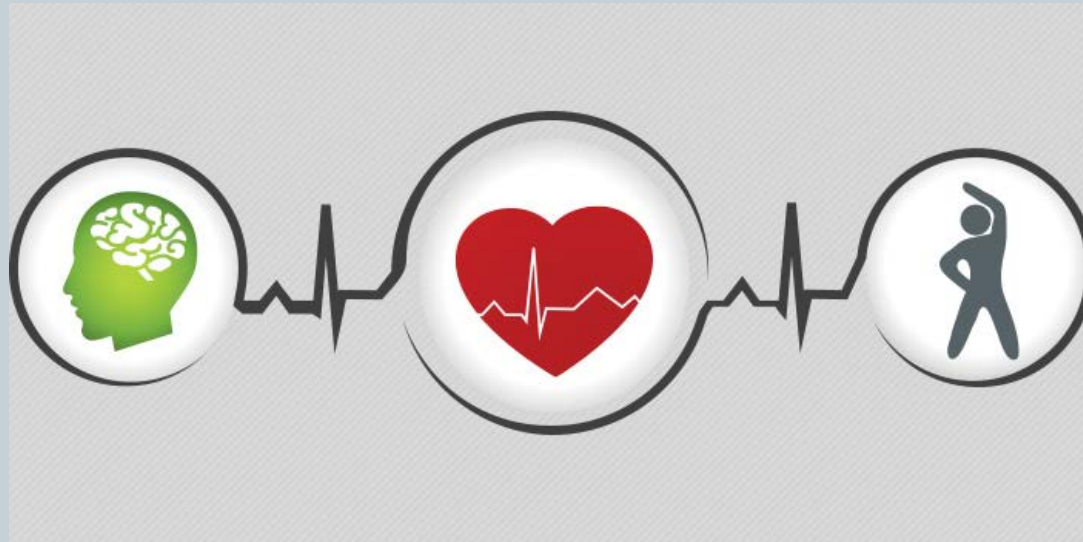


PEOPLE AT THE HEART OF YOUR HEALTH, SAFETY AND WELLBEING CULTURE





“Clients do not
come first.
Employees come
first.
If you take care of
your employees ,
they will take care
of the clients.”

Richard Branson

Wellbeing Culture

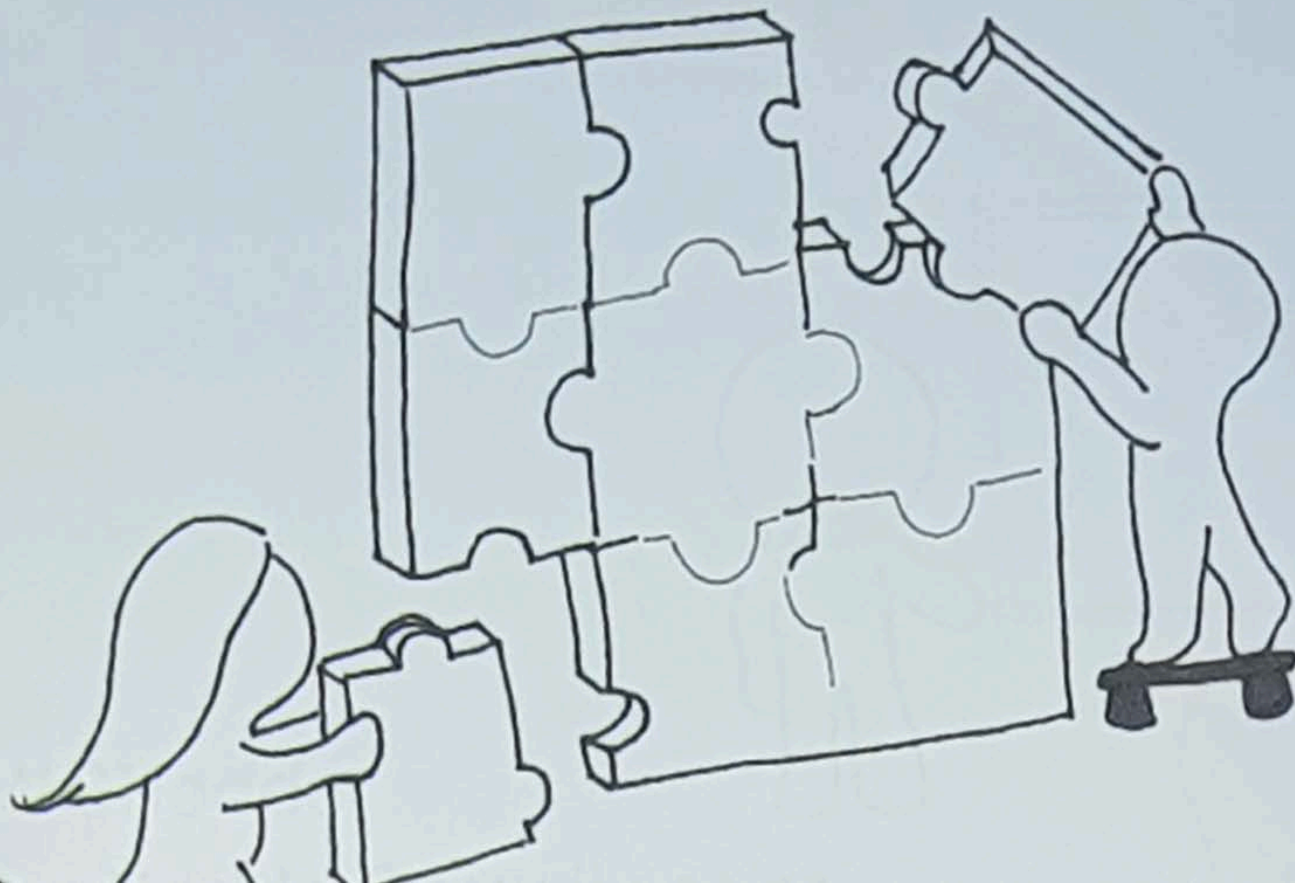


Culture - The ideas, customs and social behaviour of a particular people or society

Wellbeing - the state of being comfortable, healthy or happy



Our differences make the difference





Social model of disability



Impairment

+

Environment

=

Disability

Health focus @ Work



- Hippocratic Oath change – Doctors not only now sign to ensure the health and wellbeing of their patients, but of themselves
- It's more than annual Health checks
- Employee wellbeing isn't Employee Assistance Programs (EAP) – Ambulance bottom of cliff
- Bullying and Harassment is a risk that must be managed
- Mental health of employees that is mismanaged will effect the workplace

Benefits of wellbeing programmes



Reduction in:

Sick leave

Stress

Staff turn over

Accidents and injuries

Temp Recruitment

Recruitment costs

Management time

Workplace conflict

Increase in:

Revenues

Productivity

Company profile

Employee health and welfare

Job satisfaction

Staff motivation, morale ad sense of wellbeing

Cooperative and quality workplace relationships

Customer satisfaction

Attracting and keeping the best people

Mental Health - Why is it important?



- **One in Two New Zealanders will experience a common mental illness in their lifetime (47%, or 2,200,000 people)** NEW ZEALAND MENTALHEALTH SURVEY 2006
- **One in Five adults had a diagnosable mood and/or anxiety disorder in 2013/14. (18.6% or 680,000 people)** Ministry of Health Statistics
- **47% of Kiwi's had 2 or less areas of their lives functioning well for their** wellbeing Dept Stats Wellbeing Index
- **25% of Kiwis have flourishing (Awesome) lives 53% “could be doing better”** Sovereign Wellbeing Survey

Mentally Healthy Workplace



- **Champion positive mental health and resilience for all employees**
- **Create psychologically healthy environments**
- **Provide good processes and support for staff who experience mental health problems**

What can you do?



Five Ways to Wellbeing at Work

TOOLKIT

mentalhealth.org.nz/fivewaysworktoolkit



Give

**YOUR TIME,
YOUR WORDS,
YOUR PRESENCE**



**REMEMBER THE
SIMPLE THINGS
THAT GIVE YOU JOY**

**TAKE
NOTICE**



**KEEP
LEARNING**

**EMBRACE NEW EXPERIENCES,
SEE OPPORTUNITIES,
SURPRISE YOURSELF**



**DO WHAT YOU CAN,
ENJOY WHAT YOU DO.**



CONNECT

**TALK & LISTEN,
BE THERE,
FEEL CONNECTED**

DOSE



Dopamine

- Sleep
- Routine
- Achieving goals
- Competitive games
- Knitting
- Listening to music

Oxytocin

- Hugging
- Massage or mirimiri
- Laughing with others
- Sharing a meal
- Friends
- Petting an animal
- Talking or counselling
- Hongi

DOSE

Serotonin

- Breathing exercises
- Meditation
- Yoga or pilates
- Going to the beach
- Remembering happy times
- Waiata
- Reading
- Gardening
- Clearing out clutter

Endorphins

- Jogging
- Playing sports
- Kapa haka
- Chopping wood
- Going for a walk
- Dancing

A Whole System/Organisational Culture Approach



Champion
positive mental
health and
resilience for all
employees

Create
psychologically
healthy
environments

Provide good
processes and
support for
staff who
experience
mental
unwellness

Modelled by Managers

Built into Culture by HR
and Staff Champions

Reinforced as an Internal
Marketing Campaign

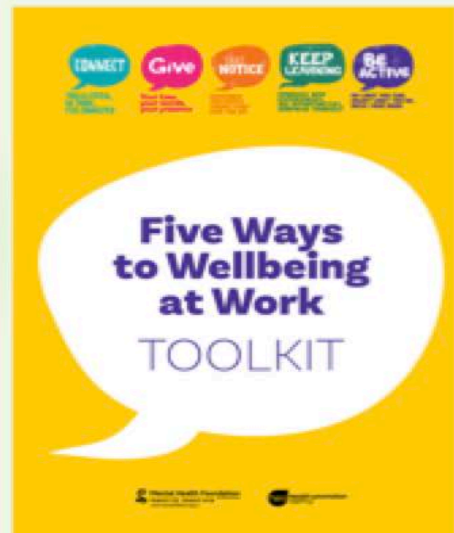
Step 1



“Its normal to talk about our wellbeing here”

“We do lots of things that make us feel good and function well”

Champion positive
mental health and
resilience for all
employees



Step 2



Create
psychologically
healthy
environments

- A culture of fairness civility and respect
- Coaching and accountability
 - good people and performance management
- Zero tolerance for bullying
- Reasonable workloads and workload management
- Stress management
- Wellbeing as a standing health and safety agenda item
- Wellbeing surveys – identify and mitigate psychological hazards
- Visible non-discrimination policies
- Visible valuing of diversity within workforce

Step 3



Provide good processes and support for staff who experience mental unwellness

- Safe environment to acknowledge and talk
- Active stigma reduction within organisational culture
- Identification of triggers and stressors with the individual concerned – a proactive plan
- EAP
- Discuss what would be helpful and useful during a period of illness
 - Return to work plan
 - Buddies/ support people within staff
 - Flexibility about reduced hours/ working from home
 - Work is important to peoples recovery – recognise and acknowledge good work
- Visible non-discrimination policies
- Visible valuing of diversity within workforce

Neurodiversity



**The beautiful mosaic of
behavioural and
mental variances
between us all**



Inclusive collaboration

How our differences make the difference



Superhero	Superpowers	Kryptonite
Anxiety Avenger	Deep analysis Harness emotion Imposter syndrome	Collaboration difficult Need time to Prep Low Confidence
Agent of Autism	Intense focus Attention to detail Out of box problem solving	Sensory overload Social Awkwardness
Dr Depression	Negative mindset Higher expectation of risk Devils Advocate	Can appear a social Pessimist May have more sick days
ADHD Crusader	Super creative Superb in crisis Hyper focus	Easily bored Ideas run away from them Focus on wrong things

Bullying



One in five New Zealanders have experienced workplace bullying

(NZ Work Research Institute)

Bullying is a significant issue that has harmful effects on workers health, wellbeing and ability to do the job

(WorkSafe)

What to do ...



- **Open and honest conversation about behaviour – Worksafe ‘what is bullying/what is not bullying’**
- **Make it a safe environment for reporting, investigating and dealing with bullying.**
- **Clear Policy – Clear and communicated procedures**
- **Think of reporting lines for bullying**
- **Support of all parties... ‘Is Aaron a bully because hes stressed/home life a mess/mental health issue?’**



There are people to help!



Think about



- **Pink Shirt Day – May**
- **Mental Health Awareness Week – October**
- **Wellness/Mental Health First Aiders**
- **Lunchtime walking groups**
- **Company Yoga sessions**
- **Massage sessions**
- **Colouring activities – mindfulness**



For more info:

[www.mentalhealth.org.nz/openminds.](http://www.mentalhealth.org.nz/openminds)

www.mentalhealth.org.nz/Work/Working-Well

<https://goo.gl/768M0u>