

Wellness At Work Will Boost Performance And Productivity

National Workplace Wellbeing Day will take place on April 29, 2022. Building a sustainable, long-term approach to health and wellbeing has never been so important, as the world of work continues to evolve following the Covid-19 crisis.

The pandemic highlighted the importance of mental health for employers and employees alike. However, even pre-pandemic research identified that employee mental health problems were costing UK businesses between £33 billion and £42 billion a year, and a huge £100 billion for the economy overall.

What Is Employee Wellbeing?

Many employers only focus on employees' health benefits when it comes to employee wellbeing. However, employee wellbeing is much more than just the absence of physical illness among employees - it also refers to the state of employees' physical and mental health.

The Benefits Of Employee Wellbeing:

- Reduces workplace stress
- Decreases absenteeism
- Increase productivity
- Improves engagement
- Higher employee retention

4 ways to promote wellbeing in the workplace



1. Make appraisals a part of your company culture

One of the easiest ways to initiate employee wellbeing is to recognise your employees for their contributions at work. A recent survey revealed that 70% of employees stated that recognition makes them feel emotionally connected to their workmates. The impact of a recognition focused work environment cannot be underestimated. A 'thank you' note or a few words of appreciation can go a long way.



2. Encourage employees to practice mindfulness

Various research has shown that mindfulness is a powerful way to reduce stress in the workplace and promote staff wellbeing. Invest in affordable employee wellbeing programs and, where possible, let your employees be mindful at work. This could include physical activities, fewer distractions, meditation, single-tasking, etc.



3. Enable continuous learning

The value of continuous learning increases the knowledge and skillset among employees and increases employee satisfaction, makes the workplace more collaborative, and increases employee engagement. Showing your employees that you care for their growth can improve employee morale and productivity while reducing turnover.



4. Promote mental health awareness

The World Health Organisation stated that more than 264 million people worldwide suffer from depression. This means many workplaces will have employees who suffer from mental health problems. One of the most efficient methods to promote employee wellness at your workplace is by offering mental health awareness programs or offering employees mental health benefits.



Breda's Employment Law Tips

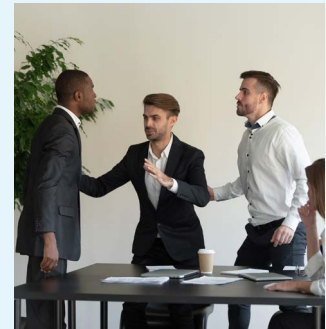
What steps can I take to reduce employee absences?

Ensure you have an absence management policy. This is a mixture of encouragement and obligations. Your policy should include:

- The employer's expectations regarding attendance and absence.
- The steps to take in the event of an absence.
- Who the employee should notify, when and how.
- The disciplinary consequences should an employee fail to comply with the absence policy. Sick pay measures should also be addressed.
- A back to work interview process, as such interviews have proven to be invaluable in discouraging short term absences.
- A requirement for the employee to provide reason(s) for absence.

How to avoid discrimination claims in the recruitment process

Employers must be cautious that employment law provisions relating to discrimination apply to all potential employees as well. These include interview candidates and those rejected at the initial application stages. This means that you should ensure that the whole of the recruitment process - from placing an advertisement through to final interviews and selection - is free from potential discrimination. At a minimum, you should draw up essential requirements/job specifications and take notes of interviews and, in particular, provide clear reasons for rejection which should be retained for at least 12 months.



HR And Employment Law Webinar

Sickness Absence Management

Employee absence is the biggest, non-recoverable cost to your business - but bringing these costs down is possible when following the right strategy.

Absenteeism from work is a growing problem for many organisations. With mental health illness on the rise, it is now more critical than ever that organisations have in place adequate policies and procedures to manage employee absence.

It is essential that organisations can monitor absence and manage absence levels. Dealing with the loss of employee time and productivity results in high costs and decreased sales and revenues for the organisation. It is also essential that workplaces create a culture of wellness, where employees feel good at work and feel appreciated by their employers.

Whether it is intermittent absences or long-term absences, HR Team can safely guide you through the process in our upcoming webinar.

What will you learn from the webinar?

- How to implement a robust sickness policy and procedure.
- How to manage short-term absence.
- How to manage long-term absence.
- How to conduct an effective return to work interview.
- Purpose of absence review meetings.
- How to obtain a doctor's report.
- Termination of employment due to ill-health.

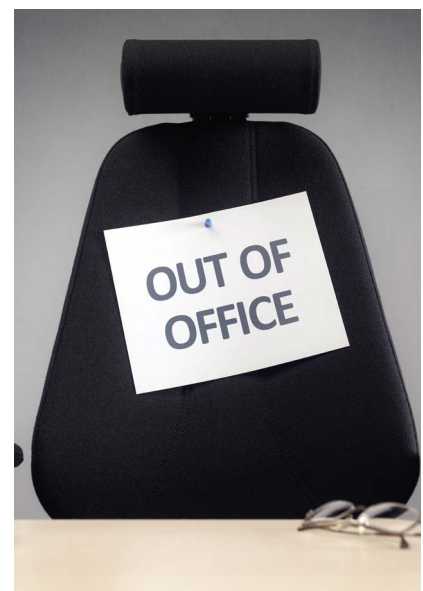
About the facilitator

Operational HR specialist and HR Team co-director, Martina McAuley, has more than 20 years' experience in human resources. Ms McAuley's professionally-led sessions are convenient while working at home, in your office - or anywhere you have an internet connection. These sessions provide practical tips, techniques and strategies that can be applied immediately.

Cost: £40/€50

Cost for retained clients: FREE

To download the webinar recording now, please click here.





Upcoming HR Team Webinars In 2022

Tuesday, May 24

How to Conduct a Disciplinary Investigation

[Register Now](#)

Tuesday, June 28

How to Compliantly Handle a Grievance

[Register Now](#)

Tuesday, September 27

Effective Recruitment and Selection

[Register Now](#)

Tuesday, October 25

How to Manage Social Media in the Workplace

[Register Now](#)

Tuesday, November 29

**Using the Probationary Period Effectively
and Compliantly**

[Register Now](#)

Tuesday, December 13

Measuring Employee Performance

[Register Now](#)

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