



MORSON

GROUP

Health and Wellbeing at Morson

September 2019

YAWNING!



A LITTLE ABOUT ME...

- Graduated BSc Psychology UoM 2013
- Joined Morson as Recruitment Consultant – Aerospace & Motorsport in 2015
- Human Nutrition MSc UoC 2017-2018, part time Talent Acquisition Co-Ordinator
- February 2019 appointed Health, Wellbeing & Engagement Partner
- Registered Associate Nutritionist and science & health writer – importance of evidence-based practice



BACKGROUND TO HEALTH AND WELLBEING AT MORSON

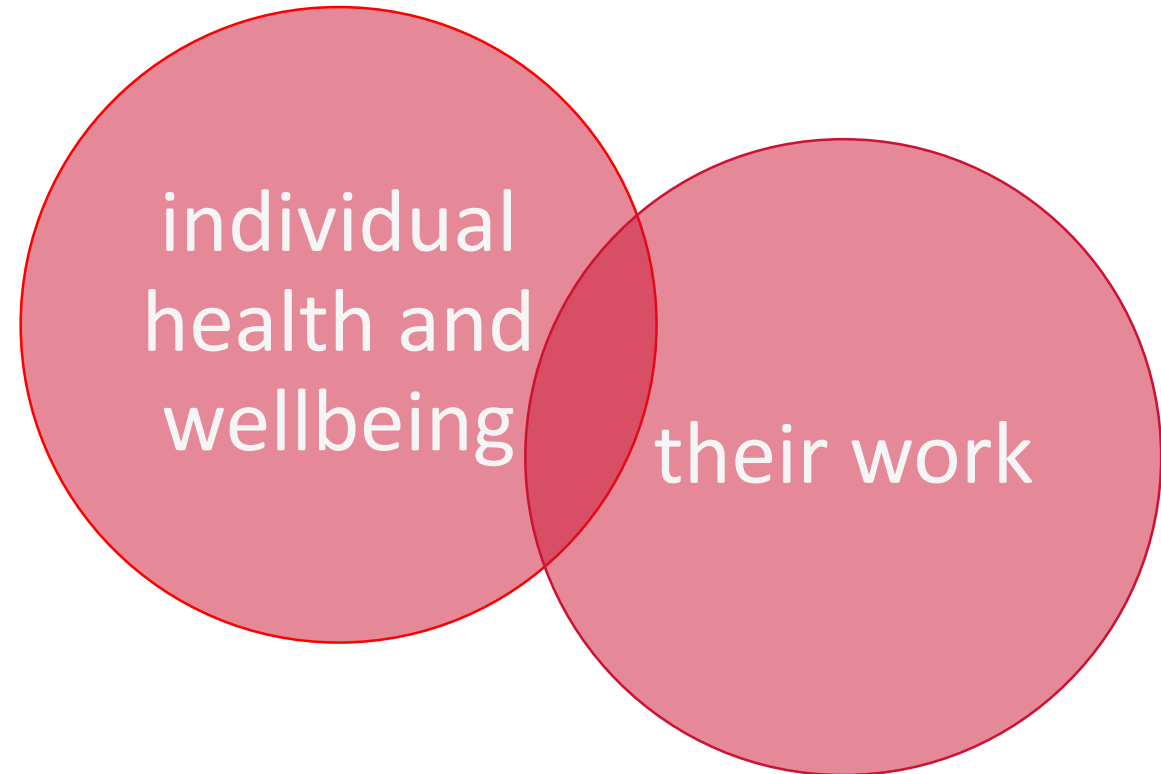


- Longstanding business priority
- Branded and formalised into a programme – Morfit – in 2016
- ‘Balls to That’ campaign with Sale Sharks
- Began to train our first Mental Health First Aiders in 2018
- Considerable growth in the past 2 years – recognition that dedicated resource needed to maintain it as a priority
- Creation of Health, Wellbeing & Engagement Partner role

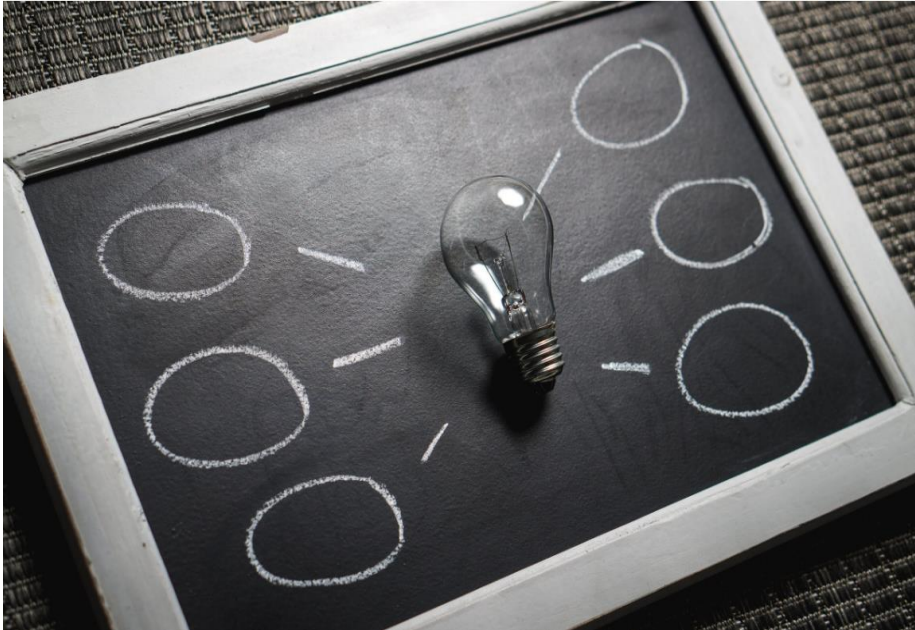


WHY SUPPORTING HEALTH AND WELLBEING AT WORK IS IMPORTANT

- It's the right thing to do
- It makes commercial sense
 - Talent attraction
 - Engagement and productivity
 - Absence
 - Retention
 - New business and client attraction



KEY FEATURES OF A SUCCESSFUL HEALTH AND WELLBEING STRATEGY



- Visible buy-in and commitment from Board and Senior Management Team
- Employee-led
- Liaison with external bodies for areas outside of in-house expertise
- Use of Wellbeing Champions/Ambassadors throughout the business
- Empowerment not dictation
- Measurable - pre-defined KPIs

HOW WE APPROACHED DEVISING OUR STRATEGY

- Research – what does good look like?
- Visible commitment already in place, championed by COO – role modelling positive behaviours
- Whole group consultation period to identify *our* workforce's priorities
- Identify our wellbeing ambassadors
- Engaged with credible experts – e.g. for our suite of mental health training, seminars on specific topics
- Set our KPIs
- Acknowledge its not set in stone!



MENTAL HEALTH IN THE WORKPLACE: THE STATS

One in four people experience at least one diagnosable mental health issue in any given year.

At any one time, one in six people in work is experiencing depression, anxiety, or stress-related problems.

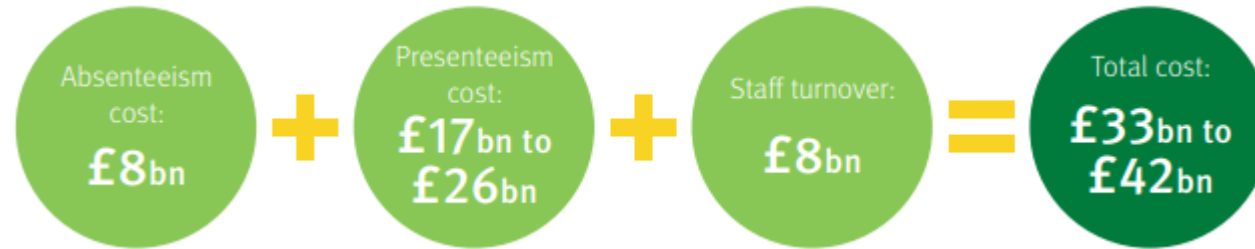
While the overall rate of sickness absence has fallen by 15%-20% since 2009, absence due to mental health reasons in this period has actually risen by around 5%.

People with a mental health condition are three times more likely to have a long term period of sickness.



MENTAL HEALTH IN THE WORKPLACE: THE COSTS

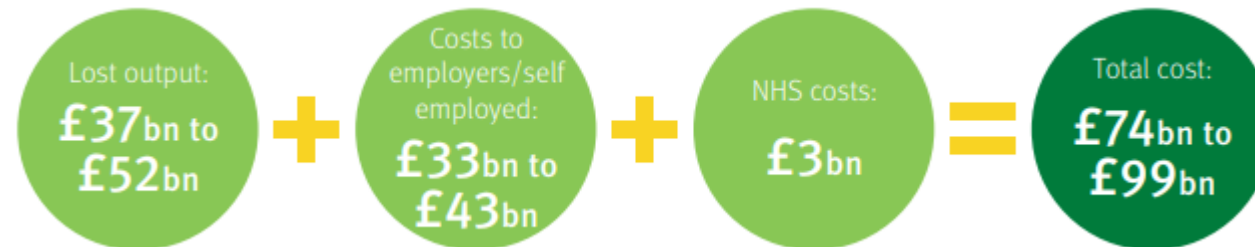
Annual cost to employers



Annual cost to government



Annual cost to UK economy



MENTAL HEALTH AT MORSON

- Priority – why?
 - Priority for our employees
 - Societal issue receiving more attention
 - Build on our existing foundations
- Work is good for mental health:
 - Provides a challenge and means of development
 - Gives a sense of pride, identity and personal achievement
 - Opportunity for building social relationships
 - Financial benefit – allows us explore our interests
- BUT
 - Any working environment has the potential to negatively impact mental health or exacerbate mental illness
 - Stress-inducing factors – rapid working paces, long hours, physical demands, delivery deadlines
- What can we control?
 - Organisational culture
 - Management practices
 - Support mechanisms



MENTAL HEALTH AT MORSON

- Mental Health First Aiders – arranged into network
 - Collect (anonymised) data to monitor trends and efficacy
 - Share best practice
 - Continuous learning
 - Provide support to one another
- Campaign to launch the network
 - Poster campaign
 - Email communication
 - Video
 - White lanyards
- Strategic in appointments – coverage, engagement, responsibility

YOUR MENTAL HEALTH FIRST AIDERS
ARE HERE FOR YOU

OUR MENTAL HEALTH FIRST AIDERS ARE COLLEAGUES TRAINED TO IDENTIFY, UNDERSTAND, AND HELP SOMEONE WHO MAY BE EXPERIENCING A MENTAL HEALTH ISSUE. THEY'RE HERE TO BE A POINT OF CONTACT IF YOU, OR SOMEONE YOU ARE CONCERNED ABOUT, ARE EXPERIENCING A MENTAL HEALTH ISSUE OR DISTRESS. THEY ARE NOT THERAPISTS, BUT ARE AVAILABLE TO GIVE YOU INITIAL, CONFIDENTIAL SUPPORT AND SIGNPOST YOU TO APPROPRIATE RESOURCES AND HELP IF REQUIRED.

IF YOU HAVE ANY QUESTIONS ABOUT MENTAL HEALTH FIRST AID PLEASE CONTACT
HEATHER DEERING AT HEATHER.DEERING@MORSON.COM OR ON 07890 608 915.

Brought to you by the Morson Group

MHPA England



MENTAL HEALTH AT MORSON



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- Introduction of Groupwide Mental Health Policy
- Mental Health in the Workplace Toolkit – practical guidance for employees and managers
 - Fostering a mentally healthy team environment
 - Spotting the signs
 - Approaching a discussion
 - Supporting someone experiencing poor MH
 - Welcoming back someone who's been off
- Managing mental health training for all line managers
 - Instilling the sense of responsibility
- Employee Assistance Programme – Thrive app
- Occupational Health

MENTAL HEALTH AT MORSON

As this was the first course I have attended covering mental health issues it was certainly of interest and gave me really good knowledge and insight into the awareness of mental health issues. The discussions with colleagues on the course also gave me an insight into the sort of challenges we may face that I might not have otherwise considered. The course has made me more aware of people's attitudes and demeanour and has helped me to evaluate situations in a different light than I would have done before.

"Having had recent experience of needing some support or intervention, I found the whole experience wholly empathetic, supportive, but most of all, to have someone there who listens and understands. That counts a lot and has and is helping me get back up there."

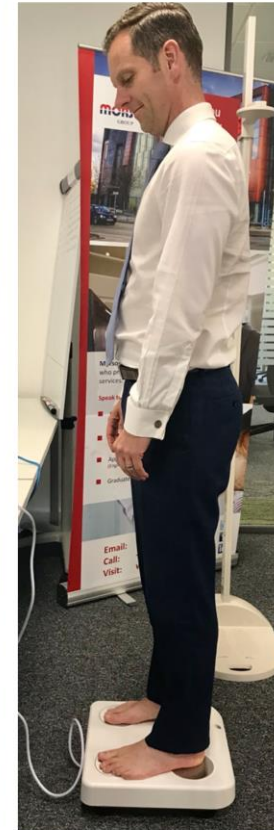


HEALTH AND WELLBEING AT MORSON: THE BIGGER PICTURE



HEALTH AND WELLBEING AT MORSON: THE BIGGER PICTURE

- 'MOT' programme
 - Measurement of physical health indicators
 - Interpretation of individual measurements
 - Personal consultation on nutrition, activity, and healthy lifestyle
- Private, confidential, not stored – health promotion vs health surveillance, employee buy-in
- Pilot – 209 checks across 8 locations in 6 weeks
- Meaningful lifestyle changes
- Repeated annually – keep the conversation going
- Provides another contact point for an employee to talk



HEALTH AND WELLBEING AT MORSON: THE BIGGER PICTURE

- Marathon not a sprint – not about quick fixes
- Continuing to address the concerns
 - Flexible working – creating a policy and cohesive procedure
 - Onsite amenities at head office – rolling out alternatives to branch network
 - More information on broader topics – nutrition and physical activity guidance, seminars
- True understanding of the challenges of our unique workforce
 - e.g. highs and lows of recruitment – mental resilience technique training



HEALTH AND WELLBEING AT MORSON: HOW DO WE EVOLVE?



- Provide constant feedback opportunities
 - Every new initiative launch, training course, event – what do you think? What’s working? What isn’t?
 - Create opportunities to talk about health and wellbeing
 - Pulse surveys
- Keep researching – vast and ever-evolving area
- Replicate successes in new areas
 - Stigma attached to ‘uncomfortable topics’ – let’s talk about it!



THANK YOU!

