

Wellbeing: What, Why and How

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Key Points:

- ▶ The presentation focused upon the relationship between Occupational Health and Organisational Development, and discusses the contribution that wellbeing makes to organisational success.
- ▶ Wellbeing as a concept depends upon an individual's perspective and experience. Understanding and being sympathetic to other perspectives can be an advantage, especially at management level.
- ▶ Wellbeing differs from health and safety in that there is less emphasis upon legal obligations and rules
- ▶ A definition of wellbeing is the balance point in individuals between resources and challenges faced. (Tip the balance too far – too few resources and too many challenges - and the individual begins to suffer from stress.)
- ▶ To achieve successful health and wellbeing outcomes, there are three steps that an organisation needs to consider: respond to the external environment (eg legal obligations), understand the internal environment (eg capabilities and resources) and create an organisational response (eg systems and procedures).
- ▶ The wellbeing department can act as an internal consultancy and provide such services as: assisting with health assessments and fitness to work medicals, provide support and advice to managers, assist duty holders with their legal obligations and provide confidential employee support services.
- ▶ Other employer contributions to wellbeing are: staff benefit schemes, nutritional quality of the food outlets, considering the impact of the workplace environment, the provision of sports facilities.
- ▶ In the modern workplace change is constant and the ability to manage change sensitively and effectively will support the wellbeing of staff through the transition.