Where
wellbeing
works.

Keeping the “Human” in Human Resources Technology

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Agenda

The trouble with being human

How to best respond?

Blended preventative & reactive interventions
Identifying barriers & strategies to overcome
The issue of quality

An blended solution

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The trouble with being human…

Acute Medical Conditions

Stress

Mental Ill health

MSK injuries

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Focusing on Mental Health

Anxiety

- In 2013, there were **8.2 million** cases of anxiety in the UK.
- The one-week prevalence of generalised anxiety in England is **6.6%**

Depression

- Depression is the predominant mental health problem worldwide,
- In 2013, depression was the second leading cause of years lived with a disability worldwide

Stress

- In the past year, 74% of people have felt so stressed they have been overwhelmed or unable to cope.
- 51% of adults who felt stressed reported feeling depressed, and 61% reported feeling anxious.
- 46% reported that they ate too much or ate unhealthily due to stress. 29% reported that they started drinking or increased their drinking, and 16% reported that they started smoking or increased their smoking.

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The Challenge for Employers

1. **Absenteeism**
   Average of 4.1 sickness absence days in 2017 (ONS)
2. **Presenteeism**
   86% of HR professionals observed presenteeism in their organisation over the past year vs 72% in 2016 (2018 Health & Well-being at Work Survey)
3. **Responsibilities to Employees**
4. **Recruitment & Retention**
5. **Time Management**
6. **SLT buy in & budget allocation**

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The Growing Importance of Health & Wellness

Employment environment

Blend of preventative & reactive services

Meeting needs of individual employees

Protecting Business Interests

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Evidence Based Knowledge

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Barriers to Engagement

Time

Cost

Uncertainty

Stigma

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H&W Interventions

Data to inform strategy & priorities for H&W

- PMI claims data
- Absenteeism data
- Utilisation stats (EAP / other H&W interventions)
- Employee surveys
- National prevalence data

Best Practice: Data to inform what is delivered & how

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Digital Interventions

Digital H&W intervention

- Digital Content including Webinars / Case Studies / Guides
- Digital delivery of treatment
- Connects, co-ordinates and communicates wellness activities

Service User Preferences

- Can overcome barriers to engagement
- Supports development of understanding and self awareness
- Facilitates self management of health journey from work to home

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Organic exploration of topic
Responds to audience or individuals needs
Effectiveness & outcomes
User experience

In Person Interventions

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The Blended Solution

Leverages the best of both

Addresses barriers to access

Enables employees to engage

Worth considering:

how data is collated

how outcomes are measured

User experience

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Any Questions or Comments?

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