

# Learning Together

## Employee Health and Wellbeing Best Practice Guide

April 2025



# Sharing Industry Best Practice

In April 2025, working in partnership, the Bevan Commission, CBI Wales and Healthy Working Wales convened industry leaders and stakeholders to explore how employers can better support workforce health and wellbeing. This session shared **strategies, practical examples and insights to inspire action across sectors.**

## In this digital booklet you will find:

- Practical workplace wellbeing tips
- Digital links to tools and resources from the NHS and partners
- A best practice case study from a leading employer

**Health is everyone's business.** Supporting employee wellbeing isn't just good for people — it's good for productivity, recruitment, retention, and resilience. We invite employers and employees to use these resources and take shared action for a healthier, stronger Wales.



# Why Supporting Employee Health Matters

Looking after employee health is no longer a luxury or the sole responsibility of the NHS – it is a *shared priority* for employers, industries, and society as a whole.

Life expectancy is increasing, yet the **number of years lived in good health is declining** due to rising rates of obesity, chronic illness, and stark health inequalities.

**By 2044, the ratio of working-age individuals to over-65s will fall from 3:1 to just 2:1.** This demographic shift will place increasing pressure on our workforce and public services.

**By 2044, significant rises in disease incidence are projected** – dementia (up 70%), mental health conditions (up 33%), and cancer (up 20%).

**Fewer hands = greater demands;** meaning fewer people to fill vital roles, more individuals needing to work longer despite growing health issues and increased sickness absence rates.

Already, **long-term sickness costs the UK economy £1.5 billion annually.**

# Workplace Wellbeing Considerations

## 1. Embed Wellbeing into your Corporate Strategy

- Develop a clear wellbeing strategy with defined roles for leaders and staff
- Use data and best practice to shape and improve support
- Empower managers to lead on wellbeing
- Review risks and update policies to support good working practices




## 2. Train and Support Leaders

- Upskill managers to support health needs and lead inclusive conversations
- Promote awareness of mental health, menopause, neurodiversity, and long-term conditions
- Appoint wellbeing champions and mental health first aiders
- Engage Education Programme for Patients (EPP Cymru)
- Offer coaching and leadership development

## 3. Strengthen Support Networks

- Set up peer networks or virtual social spaces
- Enable access to wellbeing champions and informal support events
- Encourage open, safe conversations through regular check-ins

# Workplace Wellbeing Considerations

-  **4. Create Healthy Work Environments**
  - Design spaces with light, healthy food, and room to connect
  - Enable flexible working, including hybrid or compressed weeks as an example
  - Promote physical activity and social connection through inclusive initiatives like group walks, active breaks, or wellbeing clubs.
-  **5. Provide Meaningful Benefits**
  - Offer or signpost to Employee Assisted Programmes, occupational health, and counselling
  - Support with medical appointments, caring responsibilities and financial wellbeing
  - Recognise achievements and offer career development opportunities
-  **6. Build Belonging and Connection**
  - Host team days, volunteering, and impact events
  - Create conditions for honest dialogue and feedback

Promote inclusion by tackling stigma and building trust

# Workplace Information & Resources

- Work and health information for employers A-Z guide
- Health conditions, impairments and disabilities
- Musculoskeletal health
- Menopause – a guide for managers
- Men's health
- Mental health and wellbeing
- Types of mental health problems
- Mental health peer support (MIND)
- Emotional support
- Smoking cessation
- Addictive behaviours
- Healthy lifestyles at work
- Being active at work

# Workplace Information & Resources

- Flexible places and ways of working
- Health and safety
- Equality, diversity, inclusion
- Fair work
- Financial wellbeing
- Managing sickness absence
- Managing workplace stress
- Employee Assisted Programmes (EAPs)
- In-work support service
- Occupational Health Services
- Personalised adjustment plans and customised adjustment plans
- MIND: workplace resources and training

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# Self Management: Useful NHS Resources

- NHS Wales App – appointment management, prescription ordering, and waiting list tracking
- Education Programme for Patients (EPP Cymru) – NHS condition management programme
- NHS 111 Wales – symptom checker, health advice
- NHS Self Help and Self Care Services and Resources – helping people to help themselves
- Mental health hub self help resources
- How to be more active
- Eat well guide
- How to sleep better
- Help me quit smoking

## Useful Apps:

- Headspace (meditation, mindfulness and mental health coaching)
- Calm (meditation, stretches, sleep and relaxation)



# Calendar of National Health Campaigns

Employers can use the national calendar of health awareness days to plan timely health and wellbeing initiatives that engage employees, raise awareness, and encourage positive lifestyle choices throughout the year. More information: [Calendar of national campaigns | NHS Employers](#)

- **Dry January:** Raise awareness of the effects of alcohol
- **24 February to 2 March:** Eating Disorder Awareness Week
- **March:** Endometriosis Action Month, Prostate Cancer, Brain Tumor & Ovarian Cancer Awareness Month
- **April:** Bowel & Testicular Cancer Awareness Month
- **2 April:** World Autism Day
- **7 April:** World Health Day
- **31 May:** World No Tobacco Day
- **10 September:** World Suicide Prevention Day
- **Stoptober:** Encouraging the nation's smokers to make a quit attempt for October and beyond.
- **October:** National Cholesterol Month, Breast Cancer Awareness Month
- **7–12 October:** Back Care Awareness Week
- **10 October:** World Mental Health Day
- **Movember:** Men's Health Awareness Month
- **4–8 November:** National Stress Awareness Week
- **14 November:** World Diabetes Day

# Case Study: Admiral

Admiral's vision is to create a workplace where colleagues feel empowered to manage their wellbeing – enhancing health, happiness, and performance, in turn, supporting business success and customer satisfaction.

Their approach is based on 5 key pillars of workplace wellbeing: good health, good work, good relationships, good resources and good culture.

**Admiral offers** workplace assessments and adaptations, tailored work adjustment plans, occupational health services, mental and general health support programmes (including women's health), wellbeing events and learning, development, and coaching opportunities. At the heart of this model are skilled, supportive managers and engaged, empowered colleagues, with access to a wide range of resources to support wellbeing.

The commitment has delivered **measurable results** over the last 5 years with reduced attrition, reduced calendar days lost to staff sickness and mental health related absence costs reducing by a quarter. In the most recent staff survey, 90% of the workforce report that they feel supported in their physical and mental wellbeing.

**Get in touch:**

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