



Good day at work

Annual Report 2014/15

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A positive approach to health

Foreword by



Professor Cary Cooper



Foreword

Welcome to the Good Day at Work Annual Report, sponsored by the Bank Workers Charity and Medicash.

This Report, in the strength of its perspectives and range of contributors, marks a real watershed for well-being. It gives me great encouragement to see some of the world's leading organisations putting employee well-being at the heart of their corporate strategies – Barclays, NHS Employers, Diageo, Atkins, the list goes on. The work that they're doing is an acknowledgement of the bottom-line impact it can have, but also of the social responsibilities of big business.

Since its humble beginnings in 2007 as The Business Well-Being Network, we've evolved the way we host the well-being conversation in to the vibrant on and off-line community, Good Day at Work. At the end of its first full year in this form, the network has hosted conversations about well-being across a number of sectors, from health to financial services and engineering, and is well on the way to welcoming its 10,000th member. That's a reflection of how many organisations are engaged in developing well-being strategies, but also of the burgeoning popular interest in how to live a balanced, fulfilling life. Many of us have very personal connections with issues like parental leave, zero hours contracts, and flexible working, and at Good Day at Work we're looking forward to continuing the conversation about how they can make a big difference to businesses and their people.

The introduction to this Report, by Ben Moss, examines how much progress has been made around the well-being agenda in the past 12 months. He shows just how broad its reach has become, from businesses to a societal level, and a new popular mood that's being reflected in government. The piece sets the platform for the rest of the Report which includes new thinking and case studies on some of the specific challenges facing organisations today.

Many of the ideas and themes included have emerged from the Good Day at Work Conference in late 2013, when we were privileged to host some of the organisations furthering the well-being debate, including Mind and the CIPD. Throughout this year, we'll continue to host events and provide the opportunity for people to share their ideas and experience. I hope the Report provides you with inspiration and if you haven't already joined [Good Day at Work](#), I'd encourage you to take a look. As always, it's our members who are driving us towards our goal, of making well-being part of everyday working life.

All the best,

Cary Cooper





A word from our sponsors...



The products that Medicash offer promote health, well-being and welfare – all of which result in a healthy and productive workforce. We are dedicated to providing services to businesses which improve the health of their staff, and this Report will provide further inspiration on how companies can care for their employees while also improving results.

In order for any business to be successful, it is vital for companies to fully appreciate the importance of physical health and its links to psychological well-being. This Report aims to delve deeper into the issues surrounding employee well-being and we hope it will prompt discussion on corporate attitudes to organisational health and well-being strategies.

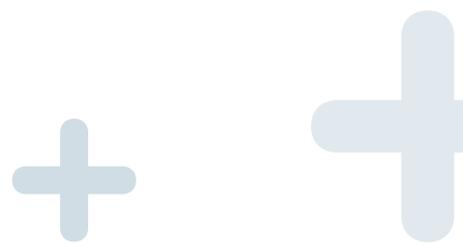
About Medicash

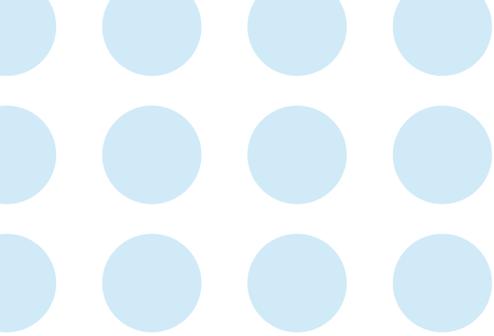
Established over 140 years ago in Liverpool, Medicash has a corporate and individual membership of over 146,000, making it one of the oldest and most established healthcare cash plan providers in the UK.

A dynamic strategy of investing in research and product development has seen Medicash stand the test of time, becoming market-leaders in innovation, offering cost-effective healthcare solutions to companies, individuals and intermediaries throughout the UK.

Medicash is a not for profit organisation which invests ethically, using all surplus funds solely for the benefit of its members.

www.medicash.org





A word from our sponsors...



The Bank Workers Charity is the only UK Charity that supports current and former bank workers and their dependents. The Charity has developed a range of services designed to support and improve the wellbeing of this community. The mission of the charity is to provide information, advice, services and grants to enable people to manage and transform their lives.

We provide support with a wide range of issues that arise outside work. Prioritising early intervention, the charity seeks to address problems before they reach crisis point. "Bank on Your People", our [recent research](#) with Robertson Cooper into wellbeing and productivity in the banking sector, sheds new light on the issues that affect employee wellbeing at work. Amongst its conclusions it identified non-work factors as a major source of stress to bank workers. The range of services available from BWC specifically target these non-work issues and in the process benefit the employer as well as the employee.

The charity is also working at an organisational level within the banking sector, in partnership with Mind and Robertson Cooper, to develop a range of preventative interventions designed to bring positive changes in organisational culture. These interventions aim to help managers to recognise and employ behaviours more conducive to employee health and engagement and to avoid those that place excessive pressure on their people.

Bank Workers Charity will continue to develop services to promote high levels of employee wellbeing and engagement in the financial sector and in so doing, achieving its goal of helping more people in the banking community, more effectively.

www.bwcharity.org.uk



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