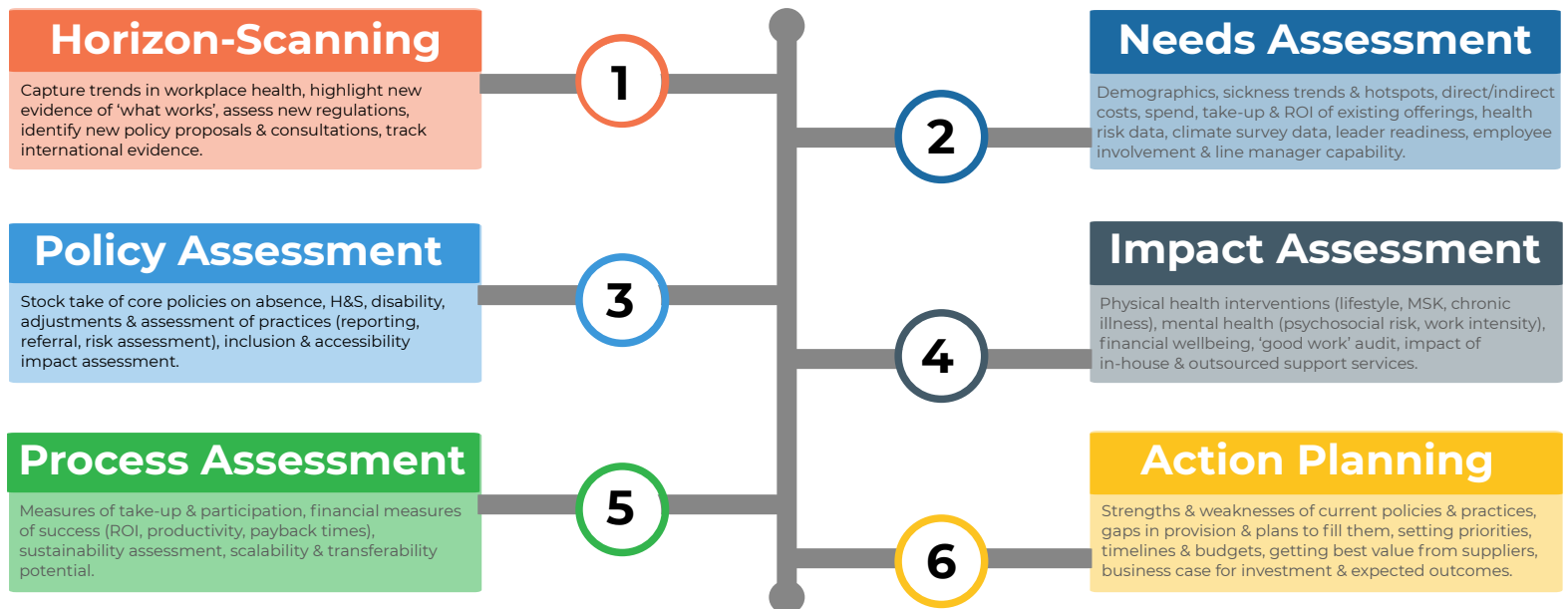


IES Workplace Wellbeing Audit

The surge in employer interest in workforce wellbeing is a very welcome development. But how do you know whether your investment in workforce health is evidence-based and is paying off? IES has a strong capability in this area and we can help you to audit your approach to ensure it is working for you and it is 'fit for purpose'.



Horizon-scanning & Policy 'Watch'

- Summary of trends in workforce health (prevalence & incidence, sector patterns, absence & presenteeism data)
- Highlighting new studies, recent evidence of 'what works', innovations in practice
- Regulatory monitoring (summary of new legislation, case law, tribunal findings & enforcement actions)
- New policy thinking (current ideas being discussed by policymakers – including new initiatives, government consultations, White/Green papers)
- International developments (research from Europe, North America & Australasia, new conference outputs and findings from multi-country studies including the UK)

Baseline & Needs Assessment

- Workforce demographics, sickness trends & hotspots, absence and turnover costs
- Annual spend, take up & utilisation of existing benefits & wellbeing interventions (perks, EAPs etc), cost-benefit/ROI data
- Health risk data
- Engagement or climate survey data & hotspots
- Leadership commitment, line manager readiness, HR capability & employee voice & involvement

Policy Assessment

- Stocktake of core policies on absence, capability, health & safety, disability etc (including review processes, communication, training)
- Examination of practices derived from policies (absence reporting, early referral, return to work, adjustments, ergonomic, performance management & psychosocial risk assessment)
- Equalities, diversity, inclusivity and accessibility impact of policies (eg neurodiversity, older workers, workers with protected characteristics and workers with caring responsibilities)

Intervention Impact Assessment

- Physical health (diet, exercise, smoking, musculoskeletal health, chronic illness)
- Psychological health (engagement, commitment, energy, resilience, depression/anxiety)
- Financial wellbeing
- Good Work Audit (work intensity, autonomy, control, learning & skill utilisation, line manager support, job design & job crafting, team working/peer support)
- Impact of in-house or outsourced support (Occupational Health, EAP, counselling services, mental health training & vocational rehabilitation support)

Evaluation Process Assessment

- Measures of activity, participation & take-up
- Financial measures (costs & benefits, ROI, payback periods, productivity losses/gains)
- Sustainability (impact over time, behavioural change)
- Scalability & replicability (success factors, transferability to other settings, functions or location)

Action Planning and Prioritisation

- Strengths of current approach
- Weaknesses of current approach
- Gaps in provision & plans to fill them
- Action plan, priority list, KPIs, timeframe, costs and projected benefits
- Getting best value from suppliers - being a critical customer
- Outline business case for continued/increased investment in priority actions