

Meeting Notes from Tautoko Network Meeting

July 2018

WELLBEING – WHO'S RESPONSIBLE FOR WELLBEING IN THE WORKPLACE?

Andy Edwards, Workplace Support
Andy.edwards@workplacesupport.co.nz
Ph: 366 4586

Ideas around

Organisational Culture, Boards, Managers and Individuals

Boards

Board balance is important. Board needs to focus on people as well as end product. When people are stressed then core values come out, so we need to make sure new Board members have the right values for the organisation.

'Workplace Support' (name of Organisation)

A not-for-profit, independent employee assistance providers – 'Improving Organisational Well-being'.

- Understands that we need to support people at work, as well as their families
- Focus on building relationships for staff and managers – support everyone, don't advocate for a type of person
- Offer support, e.g. coming into a workplace for a few hours a week
- If there are deeper problems then counselling and other services, as well as services e.g. covering alcohol and drug intervention, retirement and redundancy
- Training and workshops available
- For NGO's/charities – 25% reduction on fees

What is Wellbeing?

- Personal happiness
- Feeling good
- Living healthily
- Work should not undermine wellbeing and one's basic purpose
- M
- World Health Organisation definition:
- Can affect people of any age or background

Mental Health Foundation – hand-outs

<https://www.mentalhealth.org.nz/home/our-work/category/42/five-ways-to-wellbeing-at-work-toolkit>

Fact sheet - The business case for Wellbeing

- 80% of people either had personal experience of mental illness or knew others who had
- 30% of people personally had an experience of mental illness
- 33% of people reported some degree of depression and/or anxiety

- 1 in 4 adults reported medium or high levels of psychological distress
- Average return per \$1 spent on mental wellbeing programmes was \$4.20
- **Key: Workplaces have a legal responsibility under the Health & Safety at Work Act 2015 to manage risks to mental health and wellbeing just like they do any other health and safety risk**

Leadership

- Leaders can sometimes decide to take on a lot of work to help their organisation achieve their mission, and because they have a passion for their cause. However, this can lead to much work being delegated, and people taking on more work than they can cope with.
- Suggestion: we need to examine ourselves, why do we take on excess work? Sometimes we need to 'Stop being so bloody nice'.

Five Ways to Wellbeing

Important for individual wellbeing

Fact sheet – How work impacts mental health

- Job stress is the harmful physical and emotional response resulting from a situation where the demands of a job are not matched by the resources provided to get the job done (job-related distress).
- Problems arise when the balance of demands, resources and control exceed the ability for the person to cope or where there is an effort vs. reward imbalance.

Fact sheet – Understanding mental health and wellbeing

- There are many different understandings of health and mental health.
- Mental health is related and connected to our physical, spiritual, family and environmental health

Meditation

A poem – Fire by Judy Brown

What makes a fire burn
is space between the logs,
a breathing space.
Too much of a good thing,
too many logs
packed in too tight
can douse the flames
almost as surely
as a pail of water would.
So building fires
requires attention
to the spaces in between,
as much as to the wood.
When we are able to build
open spaces
in the same way

we have learned
to pile on the logs,
then we can come to see how
it is fuel, and absence of the fuel
together, that make fire possible.
We only need to lay a log
lightly from time to time.
A fire
grows
simply because the space is there,
with openings
in which the flame
that knows just how it wants to burn
can find its way.