



**Thriving at Work
Mental Health at Work Intervention Summary**

Name of intervention	<i>Wellness focussed 121s</i>	
What does it aim to achieve?	<i>Provides regular and focussed opportunities for colleagues to discuss their health and wellbeing with their line manager in a safe environment. Helps normalise and encourages discussions around health and wellbeing, promoting a culture of openness, acceptance and support. Reduces work related stress, absence due to ill health, formal and informal complaints and promotes better workplace relationships, productivity and performance.</i>	
What evidence supports it?	<i>None specific but according to the UK Health & Safety Executive, stress accounted for 57% of sickness absence in 2018. Research¹ has shown that those classed in the bottom 20% in terms of overall wellbeing are four times more likely to leave their employment.</i>	
Costs	<i>External: None Internal: Time allocated for employees to attend 121s and line managers to hold 121s if not already in place and if already in place, time being allocated for wellbeing discussions to take place during regular 121s.</i>	
Effort levels	<i>Medium</i>	
Links to resources	<i>TBC.</i>	
Local sponsor	<i>Name: Sanja Taylor Organisation: 1625 Independent People Contact details: thrive.bristol@bristol.gov.uk</i>	
Local case study	<p>This idea arose in the course of regular supervisions during which it became apparent that workflow discussions frequently took precedence over colleague’s personal health and wellbeing and there needed to be a shift in focus so that adequate time and importance could be given to the colleague’s health and wellbeing. Decision was taken to separate off workflow discussions. Supervisions focusing on the colleague’s health and wellbeing take place 6 weekly. Workflow meetings take place 4 weekly. Workflow meetings focus solely on colleague’s tasks and performance. Supervisions cover areas of work life which impact on the colleague’s health and wellbeing, namely: work life balance, relationships, change, demands, control, time management, professional development, training needs, application of organisational values, health and safety, time off (ill health / annual leave / flexi), achievements and reflection. The split has resulted in better focus in both meetings. Colleague has reported ‘looking forward’ to supervisions as these feel supportive. Workflow meetings are productive in a different way as they are task driven and better focussed on performance and outcomes.</p>	
Links to Thriving at Work Core Standards?		
Produce, implement and communicate a mental health at work plan		N
Develop mental health awareness among employees		Y
Encourage open conversations about mental health and the support available when employees are struggling		Y
Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development		Y
Promote effective people management through line managers and supervisors		Y
Routinely monitor employee mental health and wellbeing		Y

¹ Robertson Cooper consultancy who collected wellbeing data across 4k employees.