

EMPOWER WORKPLACE SOLUTIONS

Bulletin



WELCOME

Welcome to the August bulletin from Empower Workplace Solutions.

These bi monthly editions aim to keep you updated with the latest activity, blogs and upcoming events. I am also excited to have a guest piece written for this edition looking at the importance of timely Occupational Health referrals.

Michelle

Bereavement support groups for your workforce and family members.



I have spoken with several organisations recently who had invited feedback from their workforce on what they would like to be included in wellbeing days and events.

Overwhelmingly, they are noticing a request for support in managing loss grief and bereavement yet these subjects rarely feature in workplace wellbeing provision.

To help strengthen the offer available to your workforce, in addition to my 10 week programme working with people on a 1:1 basis to navigate their loss, I am now offering a service hosting a monthly online bereavement support group for your workforce and their family members (aged 18yrs and above).

The meetings do not offer a counselling service and instead focus on strengthening peer support and reducing the isolation and loneliness that bereavement can present.

This service is offered at £250/month per 15 attendees.

Email for more details.

GUEST FEATURE

The benefits of early referral to Occupational Health Fiona Sanderson BA RGN SCPHN(OH)



Earlier this month, I had a wonderful conversation with Fiona Sanderson, Clinical Director of Work Wellness and Occupational Health Specialist Practitioner. We covered so much and I was delighted when she agreed to be my first guest contributor. In this article, Fiona shares how early involvement from occupational health can have a positive impact.

The majority of referrals that Work Wellness receive from ad hoc clients are for employees who have been absent from work for at least 3, often up to 12 months. During these periods away from work, employees report to our specialist practitioners that they have felt unsupported, by both their employer and GP with a trail of Fit Notes signed throughout their absence and little or no contact to advice or support. We accept and acknowledge how the Covid pandemic has without doubt contributed to this response, with access to GP's limited for many.

Early referral to our advisory service provides an opportunity to deliver effective professional support during absence and an employee hope for the future. Wherever possible this will be through a sustainable return to work plan achieved considering reasonable adjustments and effective, expert guidance reported to line managers/HR.

Several UK studies find that the cost of sickness absence, including; wages, temp cover, management time and lost productivity / opportunities, averages £220 per day.

Department for Work and Pensions statistics show that 4% of employees take long-term sickness absence (4+ weeks) each year. Referral for an occupational health assessment where sickness absence is expected to continue beyond 4 weeks enables a process of support and advice to be initiated to prevent your employee from becoming detached from work and the case drifting further away from the best possible conclusion.

Many publicised case studies have measured how timely referral to occupational health can be effective in stemming the daily cost of sickness absence:

Case Study 1: Earlier and more consistent referral of absent employees reduced return to work from 40 weeks to 25 weeks saving an estimated £760,000 in year 1.

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GUEST FEATURE cont..

The benefits of early referral to Occupational Health
Fiona Sanderson BA RGN SCPHN(OH)

continued

Case Study 2: Introduction of intensive occupational health case management for staff absent sick for over 4 weeks was associated with a 10.7% reduction in sickness absence. The intervention was cost-effective.

Case Study 3: Reducing the average time before an absent employee was referred to occupational health from 15 weeks to 4-5 weeks reduced sickness absence from over 6% to 1.5%.

Case Study 4: A new sickness absence management service which included referral to occupational health at day 10 (previously day 28) reduced sickness absence rates from 6.84% to 3.70%.

When considering an occupational health strategy, reviewing your absence management policy and enabling early access to effective support and recommendations can make a significant difference to outcomes for both employee and employer. We encourage you, as a responsible employer, to consider the cost of an upfront consultation against that of long term absence in monetary terms and reputation.

“The valuable contribution that occupational health professionals can make to an organisation can be far wider than is often realised, not only by providing effective rehabilitation and return to work strategies when people are already ill but giving expert advice and introducing initiatives to help prevent ill health in the first place. Employers that invest in this area are likely to more than reap the benefits in terms of better health outcomes for staff but also from their increased engagement and loyalty.” Chartered Institute of Personnel Development

TO VISIT THE WORK WELLNESS WEBSITE <https://www.workwellness.co.uk>

PROCESS FOR REFERRALS <https://workwellnessuk.co.uk/occupational-health-assessment/>

What's going on?

Connecting Workplace Wellbeing to Grief & Bereavement

An interactive workshop 28th and 29th September

Lis Whybrow and I are joining forces again to present an interactive webinar that explores why grief and bereavement support should be a part of organisational wellbeing offers.

The first 10 places booked and multiple booking are being offered at £15pp. (£20pp thereafter)

To book your place, email info@empowerworkplacesolutions.co.uk

CONNECTING WORKPLACE WELLBEING TO GRIEF AND BEREAVEMENT

An interactive workshop

28th & 29th September 2022 11am - 12midday

Join us for this interactive workshop as we explore why supporting staff through grief and bereavement should feature in your wellbeing strategy

Your facilitators



Lis Whybrow is a non-practising solicitor with over 30 years' experience drafting wills and powers of attorney and winding up estates after death. As a life coach, Lis works with people approaching death or facing the death of another, also those who are grieving. She is passionate about equipping others to engage in healthy and helpful conversations about this often taboo subject. Lis brings her legal experience into her training, helping people address some of the practical stress points that might be avoided. She also uses her coaching experience to enable better conversations with family, friends and colleagues.



Michelle Smith has over 20 years experience working in specialist palliative care supporting those in pre and post bereavement phases. Although she remains on the NMC register, Michelle now heads up Empower Workplace Solutions delivering training on supporting staff through loss, grief and bereavement, supporting individuals through loss. She also leads a current roll out of bereavement support groups as well as delivering a 10 week programme for individuals to navigate their loss, grief and bereavement.

BOOK YOUR PLACE TODAY

Booking fee of £15pp for the first 10 people to sign up (£20pp thereafter)
£15pp if multiple places booked.
Email info@empowerworkplacesolutions.co.uk

HR Coffee Time Podcast

I had the pleasure of being invited to join Fay Wallis on her HR Coffee Time Podcast.

We covered so much in our conversation about being more open about addressing loss, grief and bereavement in the workplace.

You can listen to the episode here:

<https://player.captivate.fm/episode/ef1f8a4f-0a2e-44e7-81c8-06019d4fab5>



Latest Blog

In this blog post, I share a personal insight from the last few months where I lived with an elderly lady so that she could receive her end of life care at home. You can read the blog here:

<https://www.lossgriefandbereavementsupport.co.uk/post/grief-time-unique>

