



Health and Wellbeing

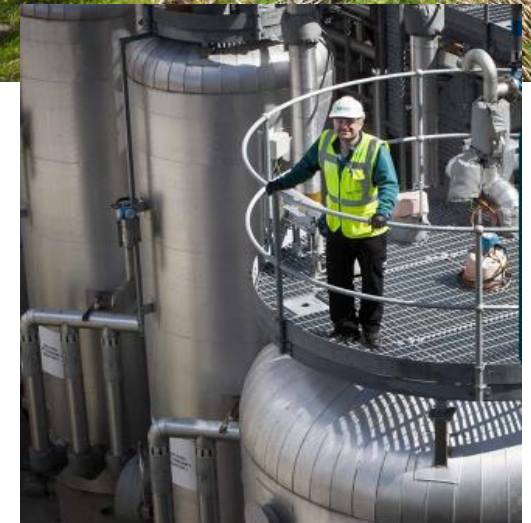
Rebecca Eaton

Overview

Serving 7 million people and 200,000 businesses is a big job

OUR 5 BIG PROMISES

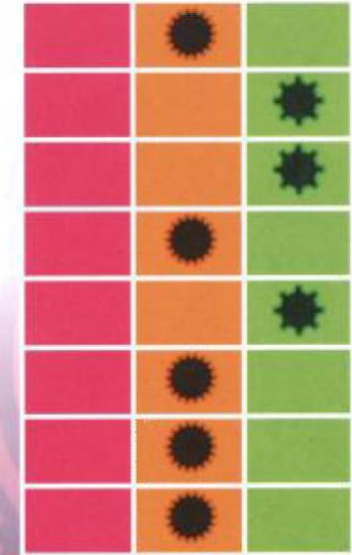
- To provide great drinking water
- To take away your wastewater
- To give you excellent value
- And a reliable service
- While protecting the environment



Health and Wellbeing Journey



Leadership
Attendance Management
Health and Safety Requirements
Alcohol and Substance Misuse
Smoking
Mental Health and Stress
Healthy Eating
Physical Activity

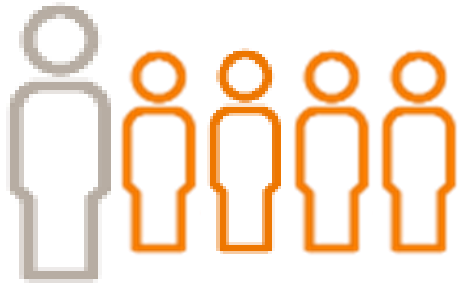


Commitment

Achievement

Excellence

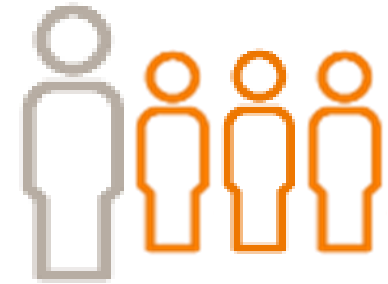
How healthy were our employees?



One in five are obese
(27% of adults in UK are obese)



60 per cent are overweight
(62% of UK adults are overweight)



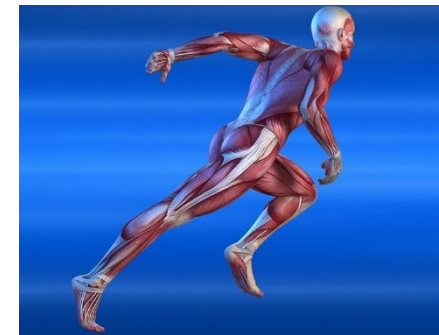
Three quarters suffering
some work related stress



14% smoke



28% inadequate sleep



34.2% not getting
sufficient exercise

Physical Activity

Aim: To get the inactive active and to get people to consistently complete 150 minutes of physical activity weekly

Objectives

- Demonstrate senior level buy-in
- Open opportunities for exercise in and out of the workplace
- Encourage physical activity by engaging and incentivising employees
- Raise awareness about benefits of physical activity
- Minimise musculoskeletal injury-risk assessment/training/ education
- Provide information and signpost to support services

How much physical activity should you do?



This can also be achieved by 75 minutes of vigorous activity across the week or a mixture of moderate and vigorous.

All adults should undertake muscle strengthening activity, such as



exercising with weights



yoga



or carrying heavy shopping

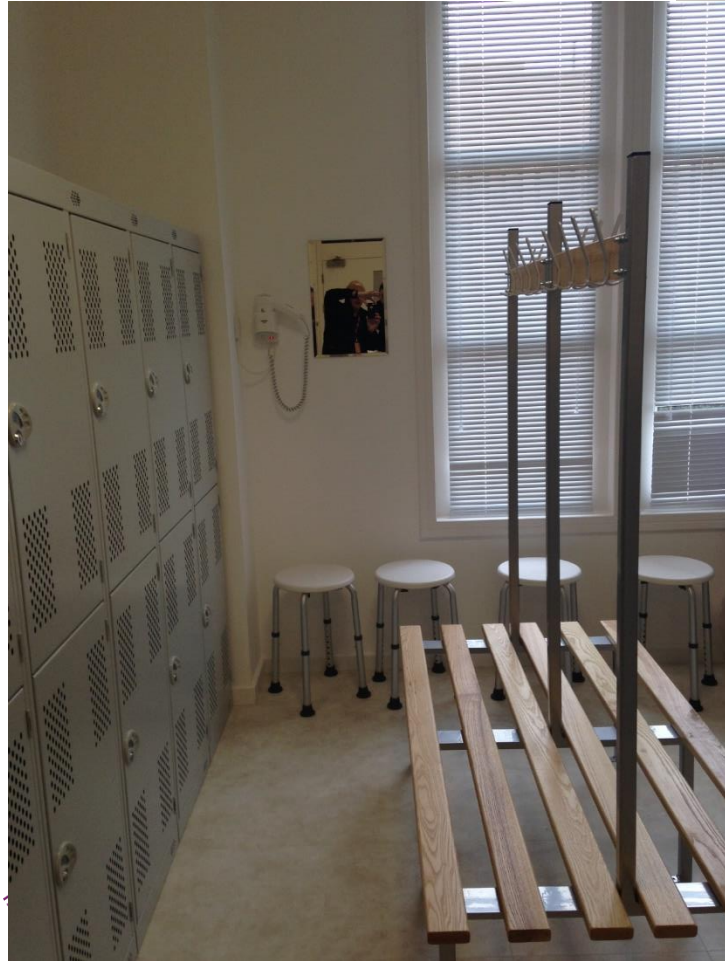
at least 2 days a week

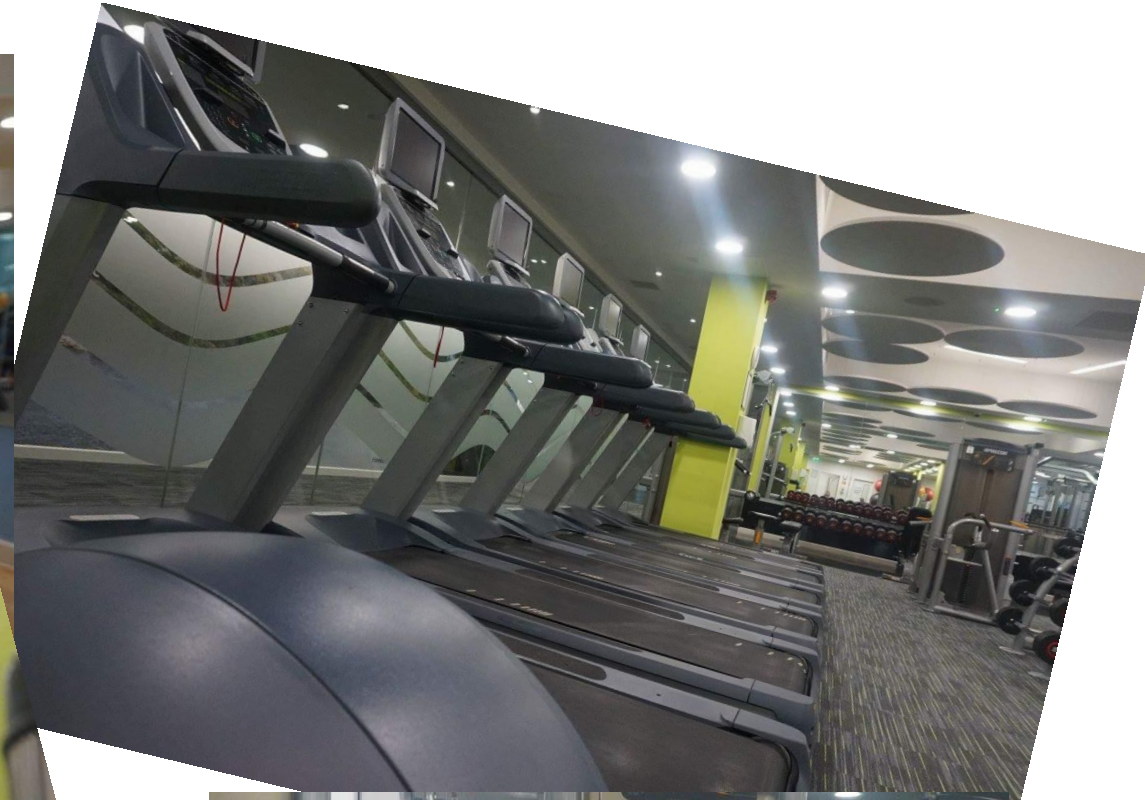
Minimise the amount of time spent sedentary (sitting) for extended periods



What We've Done

Facilities





Something for everyone!

Water Wellbeing Week

Free Pilates classes and taster sessions
for all United Utilities Employees

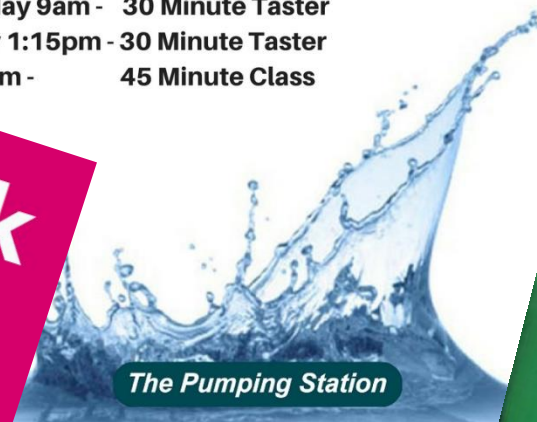
Monday 4pm - 30 Minute Taster
Tuesday 5:15pm - 45 Minute Class
Wednesday 9am - 30 Minute Taster
Thursday 1:15pm - 30 Minute Taster
Friday 7am - 45 Minute Class

Couch to 5k



Fancy taking up running in 2016?
We've joined up with the Pumping Station to help get
you from the couch to 5k.

Starts Monday, 18 April at 5:30pm
Classes are free and run every
Monday and Wednesday at 5:30pm
from the Pumping Station in Haweswater House.



Start your Monday on the right foot!

Take a positive step into the
week by doing a Monday
mile.

Whether you run, walk,
cycle, skip, or jump around
a reservoir, in your local
park or on site at work, we
want you to get moving!

No gym membership required!
You're also very welcome to use
The Pumping Station for free if it's
raining outside.

Surely it can't get much better than
that! It's open to all employees.

Simply, do one mile your way!

Head to One to find out more.



Physical Activity

What we did

Exercise-Education/opportunities

- Gym flex
- Bike to work

Management of Musculoskeletal conditions

- Back Care workshops
- Day One referral
- Physiotherapy



Physical Activity

Challenges

Easy to motivate the already active to be a bit more active-Difficult to motivate the inactive

- Challenge 1- Number of Activities
 - Challenge 2- Time spent
 - Challenge 3-Distance badges
- Challenge 4- Heptathlon and Pentathlon

Mental Health

Aim: To reduce mental health absence and ill health by reducing the stigma associated with mental health, encouraging people to talk openly about their mental health and provide early intervention and support to employees.



Objectives

- Demonstrate senior level buy-in
- Demonstrate accountability and recruit Mental health first aiders/supporters
- Raise awareness about mental health
- Update and implement policies to address mental health problems in the workplace
- Ask staff to share personal experience of mental health
- Equip line managers to have conversations about mental health
- Provide information and signpost to support services

Mental Health

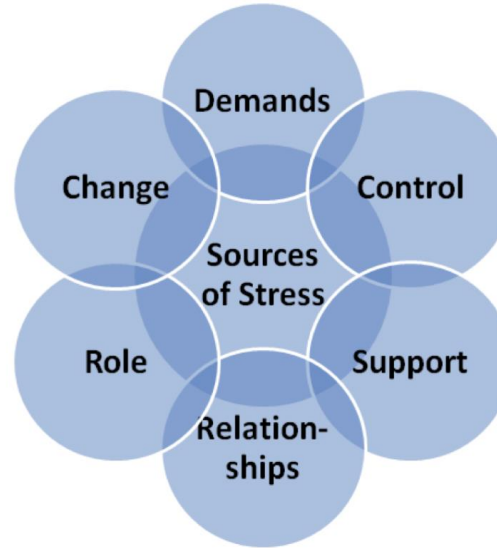
What we Did



Stress and
Mental Health
awareness
e-learning



- Day One referral
- Mental Health First aiders/Supporters
- Psychological services- CBT, EMDR etc



Risk Assessment and Job Design



Mental Health First Aid

Mental Health First Aiders and Supporters are trained to:

- **Feel confident to have a conversation about mental health**
- **Provide help to prevent the mental health issue becoming more serious**
- **Provide comfort to a person with a mental health issue**
- **Signpost to appropriate support services**

They will also help to:

- **Raise awareness of mental health issues**
- **Reduce stigma and discrimination**

Mental Health First Aiders and Supporters will listen and provide guidance in a non-judgemental open way. Their principle role is to provide initial support and ensure employees are seeking additional support should they need it.



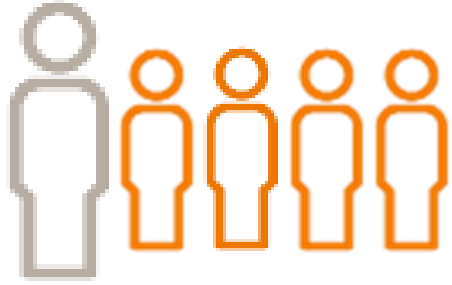
MHFA England

Mental Health

Challenges

- Choosing the right people to be mental health first aiders/ supporters
- Getting senior people to share their stories.

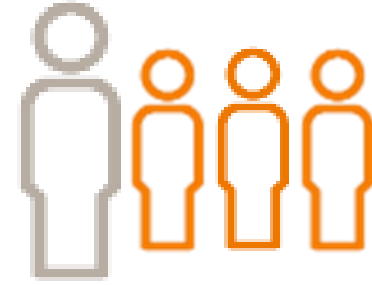
Results



**Obese employees improved
from 20.4 to 17.6%**



60 per cent are overweight



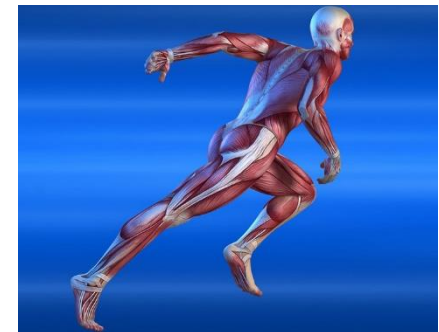
**Employees suffering
some work related stress
improved from 66.7% to 50.7%**



**14% smoke down
to 7% smoke**



28% inadequate sleep



**34.2% not getting
sufficient exercise
down to 29.8%**

Results



Mental health absence

14 days → 8 days

Average days per occurrence



