



# Thrive at Work Wellbeing Programme

Growing healthier,  
happier workplaces



West Midlands  
Combined Authority



When we invest in keeping our team healthy, not only do they **thrive**, but their **productivity soars**, they have **better engagement**, and their **happiness is elevated**; **everyone wins.**



**West Midlands  
Combined Authority**

## Commit your organisation to a happier and more prosperous future

West Midlands Combined Authority has created the Thrive at Work Wellbeing Programme in recognition of the need to ensure our working population is supported – designed to encourage and reward employers for improving the health and wellbeing offer to their employees.

Evidence suggests that organisations will see financial benefits from investing in employee health and wellbeing - through reduced sickness absence, lower staff turnover and better productivity and job satisfaction.

Poor workplace wellbeing affects an employee's ability to effectively engage with their colleagues, managers and work. Around £1.7 billion is currently lost in output and productivity by employees in our region as a direct result of poor workplace wellbeing. Happier and healthier employees can work more efficiently and sustainably.

This is an exciting opportunity for employers to better support their employees and take control of workplace wellbeing.



## What is the Thrive at Work Wellbeing Commitment?

The Thrive at Work Wellbeing Commitment is a standard of good practice and a quality mark for health and wellbeing in work. The programme helps employers improve staff health and wellbeing, engage and communicate more effectively with employees and help to achieve a range of business and organisational benefits.

There are five key themes within the accreditation levels: Enablers of Health, Lifestyles, Mental Health, Musculoskeletal Health and External Risks. Accreditation can be achieved at three different levels and a free supporting toolkit will be available guiding your organisation to local and national resources, policies and services to help you put the commitment into practice.

## Accreditation levels

1.

### Bronze

The Bronze level focuses on providing accurate and appropriate information to enable employees to make healthier choices on a variety of subjects. Activities have minimal direct costs but will require commitment to implementing effective policies and procedures, good line manager training, and board level engagement, for example.

2.

### Silver

The Silver level focuses on understanding employees' health needs and taking direct action to prevent ill-health. Activities at this level of the commitment will require businesses to show they understand the health needs of their employees and can demonstrate they are taking action to meet those needs and prevent ill health.

3.

### Gold

The Gold level focuses on businesses becoming experts in understanding employee needs and developing strategies to actively improve employee health and wellbeing in a monitored and sustainable way. Businesses at this level will choose their own areas for action and develop innovative activities and have a clear idea of how to monitor their success and impact on employees and their business.



## Why is this important?

A growing number of employers are already adopting measures aimed at promoting health and wellbeing among their employees. They recognise that the workplace can be used to promote or reinforce healthier working practices and lifestyle choices. They also know that they can influence several aspects of their employees' physical and psychological wellbeing, helping to boost productivity, commitment and attendance levels.



### Happier Workforce

Employers who take an active role in improving employee wellbeing through support for their mental health and reducing stress, will have a much happier workforce. Happier employees will work better and more efficiently together, fostering a positive working environment which allows the organisation to thrive. Happier employees will reduce absenteeism within organisations also, it is estimated 40% of sick days taken in the West Midlands relate to a mental health problem, with a total of 4.159 million estimated working days lost for mental health reasons every year nationally.



### More Productive Workforce

There is a strong business incentive to better supporting your employee's health and wellbeing needs. A healthier and happier workforce is much more likely to be a productive workforce. Staff who feel that their employers are proactively supporting their physical and mental health feel better valued within an organisation and will be more able to manage any existing conditions with their work. This will improve work rates and reduce absenteeism and presentism in your organisation. The National Institute of Clinical Excellence (NICE) estimates that implementing interventions to promote staff wellbeing could save employers between £130 and £5,020 per participating employee, by reducing absence or illness at work.



### Healthier Workforce

Employers who take an active role in supporting staff with musculoskeletal conditions and encouraging healthy lifestyles for all of their employees, are much more likely to have a healthy workforce. Healthy employees will be more able to effectively engage in their work in a much more sustainable way and will be significantly less likely to need to take sick days. Organisations can take the initiative by striving to understand and proactively support their employees with MSK conditions. This would go a long way in reducing absences across the West Midlands, it is estimated that between 8 and 9 Million working days were lost nationally to MSK conditions in 2016/2017.

## How can my organisation sign up to the programme?

Any organisation of any size and location can take part in the Thrive at Work Wellbeing Programme, and can sign up via the Thrive at Work website at [wmca.org.uk/thriveatwork](https://wmca.org.uk/thriveatwork)

## How do I get further information?

Should your organisation have any concerns or questions regarding the Thrive at Work Wellbeing Programme please do not hesitate to contact the Thrive at Work team via [thriveatwork@wmca.org.uk](mailto:thriveatwork@wmca.org.uk)





All organisations will have the chance to receive a Thrive at Work Wellbeing Award and be celebrated at an awards ceremony if they achieve the Thrive at Work Commitment.



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