Case studies about employee wellbeing at local businesses

Rochdale Borough Housing

RBH is the first tenant and employee co-owned mutual society with 14,000 homes throughout the local area, and 630 employees. RBH are keen to keep staff healthy and engaged and do this through all-encompassing policies which are linked into their Business Strategy. L4L Healthy Workforce programme works alongside their health and wellbeing steering group to support an annual health and wellbeing week, delivering health checks, physical activity sessions, and workshops on mental wellbeing. All employees are allowed 2 hours of work time to attend activities during this week, and in previous years, 62% employees participated in at least one of the 27 activities that were on offer.

‘At RBH we are keen to promote the wellbeing of our employees and we appreciate the input of Link4Life into our ‘Live Well Learn Well’ two week event. L4L provide us with a good combination of physical and thought provoking activities’ Beverley Abrahams, HR Advisor, RBH

Vitafoam

Vitafoam have been an employer in Middleton for many years and following a period of significant change, they were keen to demonstrate their commitment to staff. With our support, they developed a Health and Wellbeing Strategy to meet the business objectives and refreshed their intranet and Employee Assistance Programme (EAP) website to include health information pages. Vitafoam carried out a companywide health survey to understand the needs of their workforce and from this they were able to identify staff needs. Vitafoam now offer fresh fruit to all staff and bottled water to drivers who were at risk of diabetes, in addition to a companywide EAP and a ride to work scheme. They include Wellbeing in their annual Health and Safety day and staff enjoyed seated acupressure as well as Health assessments in 2016.

‘At Vita Cellular Foams we recognise that as employers we have a vital role to play in managing our employees’ health and wellbeing, particularly through the promotion of policies and behaviours which support a positive working culture and positive engagement.

Employees who are healthy have better sickness absence levels, are better able to cope with change and less likely to have medical condition. They are more engaged and productive in the workplace and increasingly champion health and wellbeing in the home and in their community.

We have a simple aim - to promote the health and wellbeing of the employees of Vita Cellular Foams to achieve an ever-more healthier, engaged and productive organisation’. Eddie Grime, SHE Risk Manager - North