

Kameo Recruitment Market Insights Quarter Two 2022

Wellbeing in the Workplace

Here at Kameo, it is important to us that we are constantly striving to find out what our clients and candidates require, so that we can deliver. In quarter two, we wanted to get a picture of what both clients and candidates want in terms of wellbeing, a subject close to our hearts.

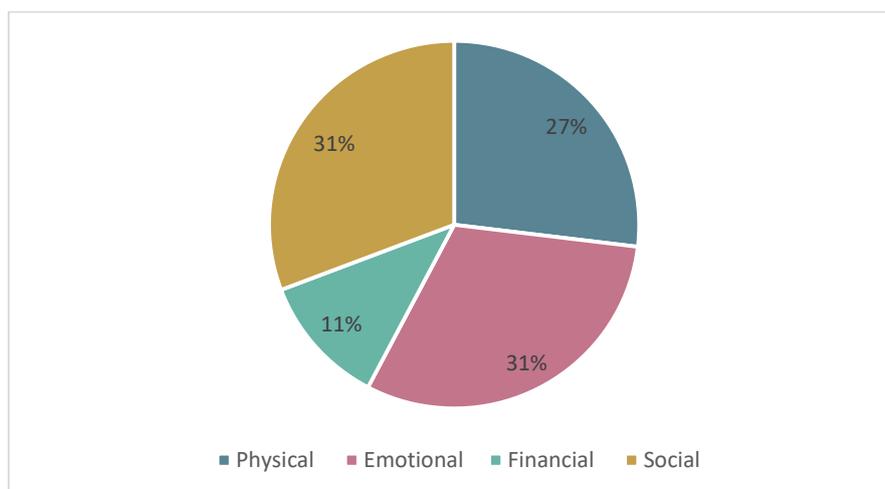
If you have a wellbeing strategy in place it is imperative that this document is a living document, not a shelf sitter, it must form part of your company culture and not stand in isolation. **Investing in employee wellbeing** will lead to

- ✿ increased resilience
- ✿ stronger employee engagement
- ✿ reduced sickness absence
- ✿ higher performance and productivity.

Did you know? 💡

In 2021 stress, anxiety and depression were the top causes of employee related absence, this cost the UK economy of approximately £55 billion! 😬

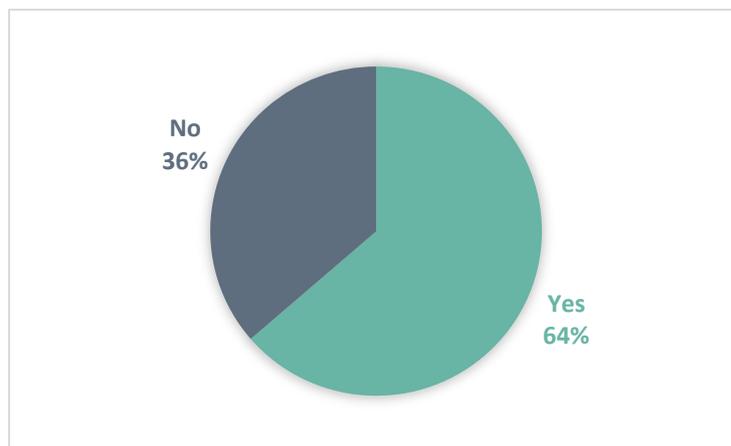
1) Which form of wellbeing is most important to you in the workplace?



These results show that the most important forms of well-being are social and emotional. Social wellbeing includes team socials, walking meetings, and agenda free meetings, while emotional

wellbeing may include a workplace mental health first aider or a buddy system. When you hear the term “workplace wellbeing” you may instantly think of fruit bowls and gym membership, but these results show that whilst physical wellbeing is certainly still important, to truly ensure the wellbeing of your employees, you must deeply connect with all aspects of well-being.

2) To the best of your knowledge does your business have a wellbeing strategy in place?



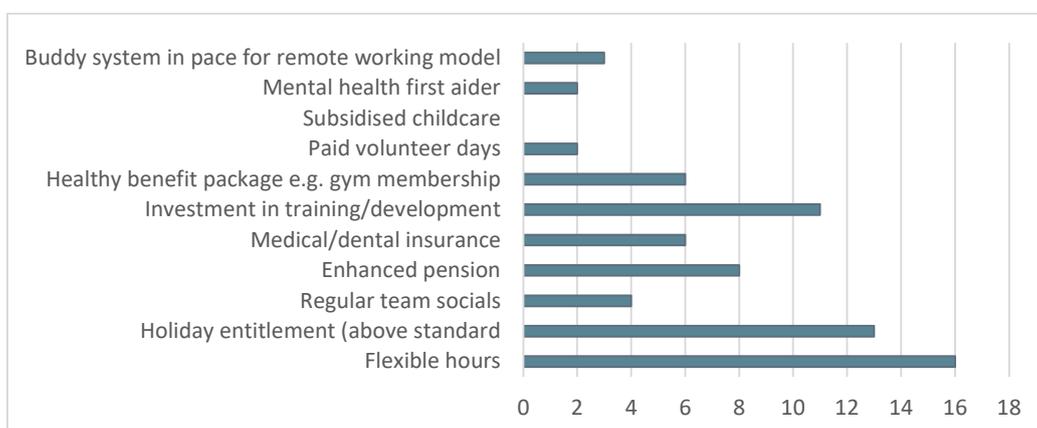
Music to our ears, we were delighted to learn that over 60% of our respondents’ workplaces not only have a wellbeing strategy in place, but the employees know about it too!

Did you know? 💡

Nationally less than half of UK employers have a formal wellbeing strategy in place; many businesses have begun focusing on one area of wellbeing but are failing to take a more holistic look at how they could further support their workforces (People Management, 2021).

🙋 If you think your business would benefit from a wellbeing audit, please let us know, and we can point you in the direction of someone who can help you!

3) Which of the below well-being options would attract you to a new role?



As we saw in Q1 flexible working is still leading the way as most desirable within the workplace! Following the prevalence of hybrid/remote working that came out of Covid-19, there is a new norm of more flexible hours, as workplaces learned that these flexible models can work; here are a few reasons why...

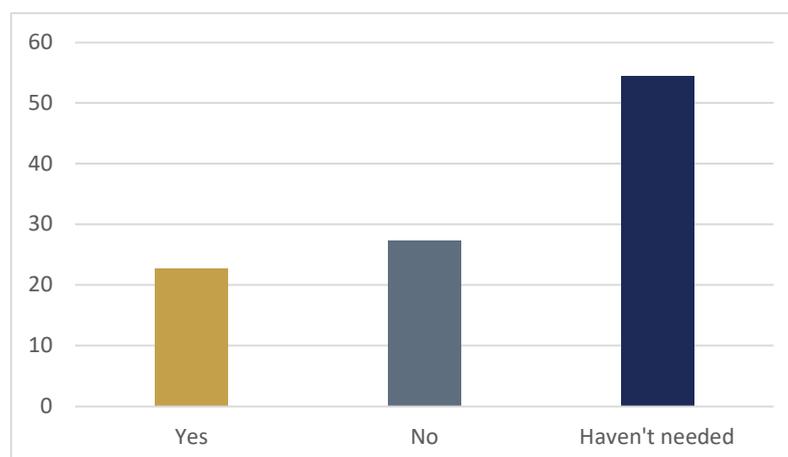
- Flexible working drives employee engagement: engaged employees are more enthusiastic, energetic and have better physical health.
- Flexible working reduces turnover, a recent Flexjobs Survey found that 80% of respondents said they'd be more loyal to their employer if they provided flexible working arrangements! An engaged workforce will spend more time on their work and less time looking for new opportunities.
- Studies suggest companies can double employee output by embracing flexibility; when people have increased control over their time they'll be working when they are most productive, whilst also allowing time for themselves (Forbes, 2021).

Holiday entitlement also came out as high here, as employees are becoming more and more invested in having a solid work-life balance. Employers should be actively encouraging staff to take annual leave, even regularly review annual leave as part of your HR process to ensure staff are using it.

Aetna International reported that workers who use all or most of their available holiday entitlement feel significantly better about their jobs than those who take little or no vacation (57 per cent vs. 46 per cent). They're also more likely to receive promotions, raises in pay or bonuses.

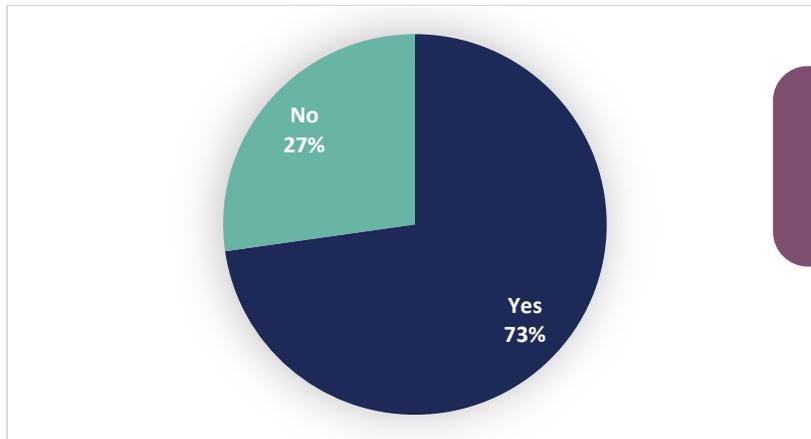
💡 Test the theory: run surveys within your business, do you know who is using their annual leave? Can you assess their productivity, engagement, and positivity levels? Compare them to those who do take their allotted annual leave, is there a difference? Let us know if you spot any trends!

4) Would you have benefited from, or have you utilised the mental wellbeing support system in your workplace in the past 12 months?



It's great to know that the majority of respondents have not needed to use a wellbeing support system. Often these systems are only required by a minority of employees, but even if it helps just one person, we suggest it is still an important thing to have in place.

5) Do you think you have a good work/life balance?



I've got a supportive manager and manageable workload. We're encouraged to do the hours needed to get the work done.



I'd say the majority of the time, I do have a good work/life balance. At some points in the year or when I've come back from annual leave, I will need to work late in the evening or occasionally log on during the weekend to clear my backlog. This shouldn't be the case, but my organisation are unwilling to increase headcount (even though repeatedly asked for it) in specific departments if it can be shown that people within the team could accommodate more work.

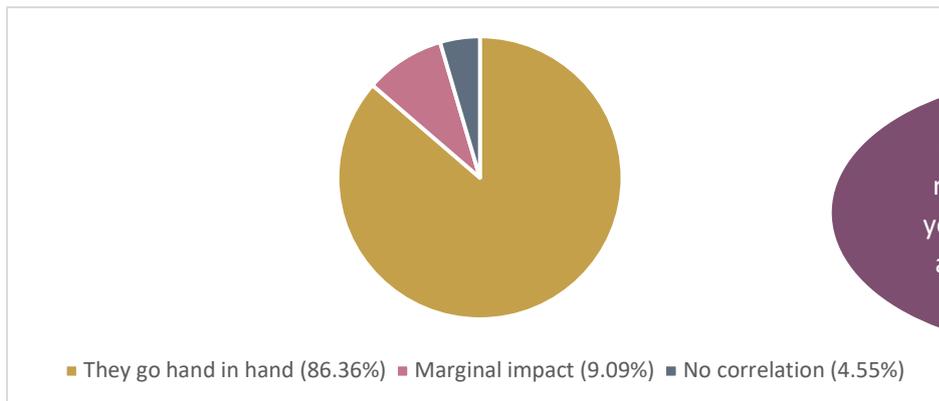


We are thrilled for the 73% of people who have hit mastered the art of work / life balance, but I think it's fair to say at some stage in our careers we've probably felt overstretched and stressed out, both of which can result in misjudgements, careless mistakes, and underperformance.

There is no such thing as a perfect work / life balance but working towards a balanced professional and personal life although challenging is essential!

"Employers who are committed to providing environments that support work-life balance for their employees can save on costs, experience fewer cases of absenteeism, and enjoy a more loyal and productive workforce," Chris Chancey, Career Expert & CEO of Amplio Recruiting.

6) To what extent do you think workplace wellbeing is affected by your work environment and working culture?

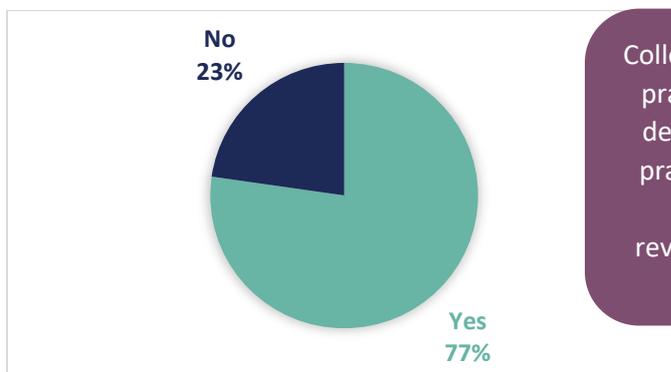


If your mind is in the right place, you enjoy your work more and so are more productive.



A vast majority agree that workplace wellbeing and work environment go hand in hand. This is unsurprising, as it's a lot harder to be happy at work when the environment is toxic. When a workplace promotes wellness, it's logical that employees will be happier to be there and will be more productive.

7) Do you feel valued at work?



Colleagues, especially the leadership team, continuously praise my work, especially if something has had to be dealt with during non-work hours. It's nice to get this praise but would also like to see this contribute to my salary or bonus/ Due to Covid, salary reviews/performance bonuses have frozen, so I've not seen much on this front.

A lot of decisions about my team seem to be made without me. If these decisions influence my team directly, I would appreciate being involved.



It's great that over $\frac{3}{4}$ of people feel valued at work. It's incredibly important to feel valued at work, and this may mean different things for different people. We received some incredibly insightful feedback on this question, discovering that for some people feeling valued means receiving praise and recognition, whilst for some it's more about feeling heard or being taken seriously. As such, it's important to learn what makes your employees feel valued, and to do your best to ensure this. As a result, you will likely get increased productivity as well as loyalty!

8) If your employer could make one improvement in relation to workplace wellbeing, what would it be?



This question produced a lot of insightful answers, with a large variation. Although from our survey it seems most employees are fairly happy with the wellbeing in their workplace, almost everyone thought small improvements could be made. These answers also prove that wellbeing comes in many different forms, and that one size does not fit all. This can make it difficult if you are an employer trying to come up with a wellbeing strategy to suit everyone, but it's important to find out what works best for your company. You might even want to run your own internal survey, to see how people view the wellbeing strategy in place, and what improvements they would like to see.

We hope your business has an embedded wellbeing strategy but if you don't or you're looking to strengthen the strategy please get in touch! We are a consultative bunch and strive to keep abreast of the latest developments and common trends in the labour market; particularly across East Anglia, putting us in a great place to support your business needs!