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# Best Practice in Promoting Employee Health and Wellbeing in the City of London

Successful companies tend to have healthy, productive workforces, and employers are starting to realise that investing in employee health and wellbeing makes good business sense.

This report highlights the range of workplace health and wellbeing interventions that organisations are using to retain their competitive advantage in a challenging economic environment. It investigates the published evidence for best practice in workplace health promotion, and explores through interviews how this relates to the real-life experiences of large financial services and professional services firms in the City.

## How are City firms promoting employee health and wellbeing?

### General health and wellbeing

- City firms have great enthusiasm for workplace wellness programmes and acknowledge the need to be proactive about managing employee health.
- Employees are offered a wide range of health promoting opportunities, for example: cycle to work schemes; subsidised or free gym membership; yoga; massage therapy; in-house sports clubs; social clubs; volunteering; and health and education programmes.
- Research suggestion: firms can improve the

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impact of their schemes through further groundwork to assess staff needs, and taking holistic 'whole-company' approaches to address these.

### Mental wellbeing

- There is growing awareness of the need to be open and 'talk about mental health'.
- Management training around recognising and managing mental health issues is increasingly common.
- Research suggestion: firms could take a more systematic approach to mental health issues, focusing on tackling the root causes rather than the symptoms of these.

### Musculoskeletal disorders

- City firms tend to adopt a preventative approach, for example providing support

services and workstation assessments.

- Research suggestion: introducing ongoing ergonomic assessment and interventions can help to pre-empt problems.

### Individual vs. organisational approaches

- Health and wellbeing is clearly important to City employers, though the scope of provision varies.
- There are good examples of ongoing staff involvement in City firms' health and wellbeing programmes. Management buy-in is seen as essential.
- City firms are also increasingly working in partnership with external bodies.
- Research suggestion: firms can continue to improve by increasing employee participation in programme design, and in considering the organisation's general health and wellbeing needs.



### City of London Economic Development

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