Workplace Wellbeing. Establishing the link between research and corporate policy

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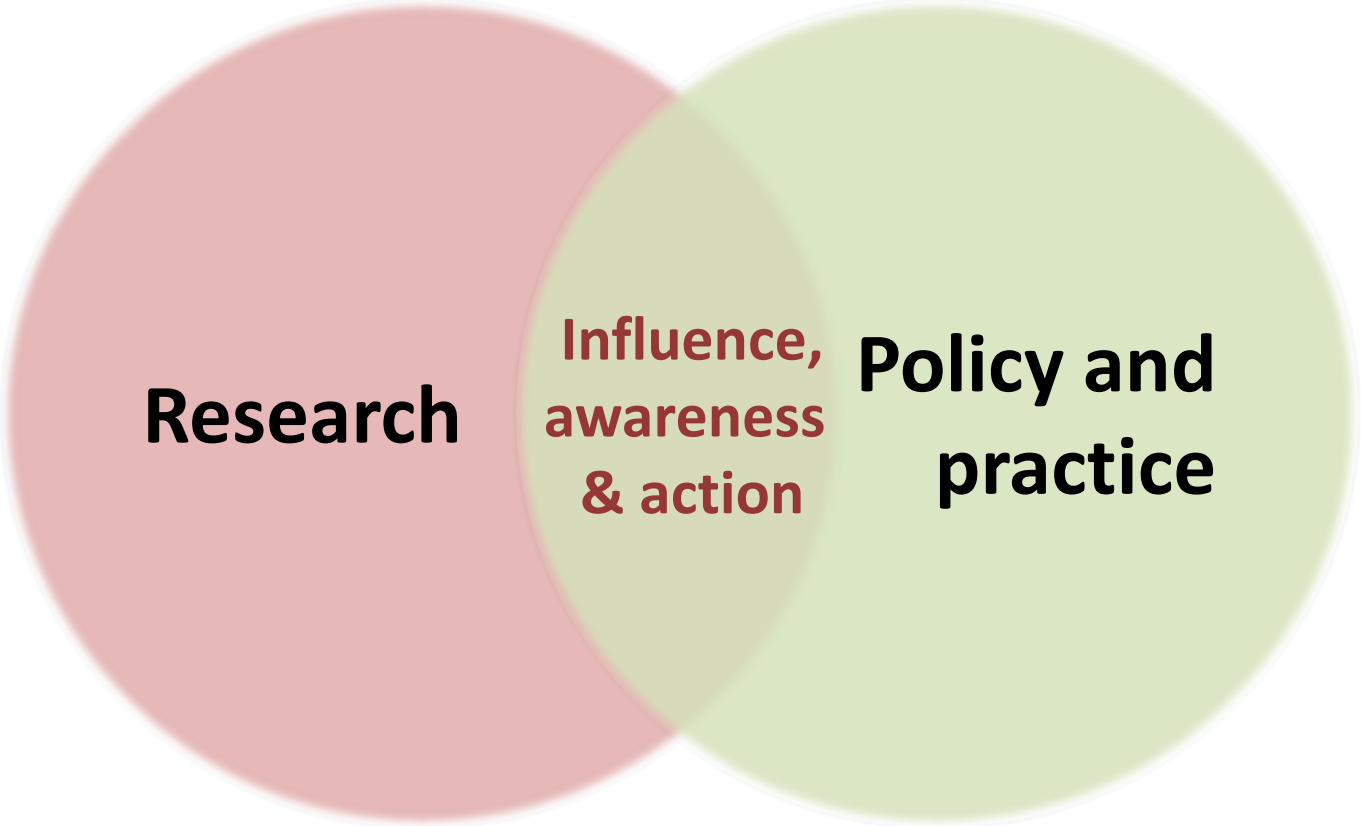
Objectives

- To establish and maintain a link between research activity and the development and implementation of University policy.
- Anticipated benefits from using evidence as basis for strategy and policy development.
- Opportunity for UB research community to influence organisational life.
- Possibility of developing ideas for research which demonstrate this integration across the sector and beyond.


Research
Influence, awareness & action
Policy and practice

Summary of current activities

- Established University **Wellbeing Advisory Group**
- The idea for a UB **Wellbeing Community of Interest**
- UCEA call for **regional hubs** to take forward the sharing of good practice around wellbeing and engagement.
- UB participation in **Affinity Health@Work** research consortium.
- Other networking and professional interactions (HR, occupational health, employee support, staff development etc).

affinity health at work

- Research consortium
- Opportunity to share in research findings (with an emphasis on practitioner ready tools where appropriate)
- Research commissions from HSE and CIPD
- Four master classes per year
  - Changing behaviour to improve health
  - Trust in the workplace
  - Followership, distributed leadership and shared leadership
  - Organisational justice
- Opportunity for University of Birmingham to participate in future research in future (at a cost).

Options to integrate research and policy interests

- UB researchers engage in issues which positively impact on W^3 at UB (developing and answering research questions that are directly relevant to UB needs).

- UB policy-makers engage in research with academic colleagues?

- UB researchers and policy-makers generate ideas together which can be developed for mutual benefit (publications, profile, partnerships or products).

Examples where the integration of research into policy could be demonstrated in future?

- Ageing workforce?
- Establish **shared meanings** around wellbeing – and what can realistically be achieved?
- Demonstration of cost-v-benefit (increasing the recognition of the W^3 relationship to establish **valid corporate objectives**).
- Other…?

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- http://www.birmingham.ac.uk/research/activity/ias/www