

AXA ICAS work and wellbeing survey

AXA ICAS is a leading provider of employee support, health and wellbeing services that can reduce the costs of sickness absence, improve performance and increase productivity across your organisation.

www.axa-icas.com



ICAS WELLBEING

Why is wellbeing at work important?

- The Confederation of British Industry (CBI) has estimated that 175 million working days were lost in 2008 to sickness absence, at a cost to the economy of £13 billion.
- Stress and mental ill health is now shown as the leading cause of long-term absence for non-manual workers (CIPD Absence Survey 2007)
- 1 in 5 UK workers believe their jobs to be very or extremely stressful (HSE)
- Work-related stress accounts for over a third of all new incidences of ill health (HSE)
- The average length of absence for stress related illness is 30.9 days (HSE)

These statistics paint a compelling picture of the importance of understanding how to prevent work pressures from impacting adversely upon the wellbeing of employees and ultimately the wellbeing of the organisation.

Recent research shows that being in work is beneficial to an individual's mental wellbeing, however there are some factors associated with work which, if not managed effectively, can create illness leading to absence.

Even without the cost of absenteeism, the implications of not managing workplace pressures effectively can be deterioration in the performance of many employees. Studies have shown that whilst the majority of employees might still attend work their performance can be seriously undermined. They are present but underperforming. The financial costs of this so-called 'presenteeism' are much harder to calculate but are just as real.

The legal dimension

Coupled with the financial implications is the duty of care that all employers have under the Health & Safety legislation to provide a safe and healthy place in which to work. The Health and Safety Executive have provided guidelines for employers with the publication in 2004 of their management standards for stress. As part of Management of Health and Safety at Work Regulations 1999, organisations must carry out risk assessments of potential hazards at work including psychological hazards.

Employers in both the public and private sectors that have failed to implement adequate systems or procedures to prevent and manage workplace stress continue to find themselves on the receiving end of substantial compensation claims.

Your solution

AXA ICAS is able to offer you a way of quickly and efficiently identifying those aspects of the work environment that have the potential for creating stress for employees.

Using the **StressMeter™** system designed by health-e-solutions ltd, AXA ICAS can help you determine the potential pressure points within the organisation and provide you with recommendations for preventing such risks from affecting your organisation.



The benefits to you

HSE Compliance

The survey reports comply with published HSE Management Standards for stress risk assessments and have been updated to incorporate the new 2008 HSE metrics.

Saves time

The survey process can often be completed within four weeks from agreeing the questionnaire content to the presentation of the final report.

Highlights risk 'hot spots'

Analysis will clearly identify any potential problem areas and allow focused, cost-effective follow up.

Highlight best practice

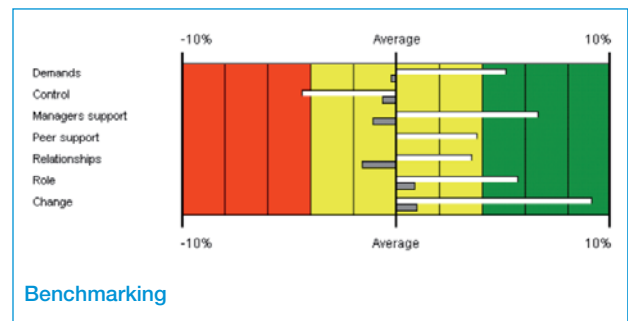
High performing areas can be revealed and their experience transferred throughout the organisation.

	n	Demands	Control	Managers Support	Peer support	Relationships	Role	Change
Operational e.g Street Scene, operative, leisure assist etc.	318	3.55	3.21	3.73	3.97	4.01	4.48	3.33
Administrative / Clerical	258	3.39	3.56	3.72	3.83	4.02	4.39	3.31
Technical & Professional	336	3.10	3.85	3.93	3.96	4.11	4.38	3.42
Teacher	292	2.89	2.76	3.60	4.00	3.94	4.53	3.25
Teaching assistant / Classroom Support	175	3.53	2.74	3.64	4.02	4.07	4.51	3.12
Other	220	3.63	3.37	3.87	4.05	4.15	4.60	3.56
Not answered	11	3.56	3.10	3.39	3.91	4.14	3.93	3.07

Highlighting Risk Hotspots and best practice

Benchmarking

Your results will be benchmarked against the HSE Management Standard, health-e-solutions' existing database and, where available, anonymously against other similar organisations who have completed the **StressMeter™** survey.



High response rates

Response rates can be monitored in 'real-time' enabling us to send targeted reminders only to those areas where responses are low, enabling you to achieve a high level of responses overall.

Cost effective

The survey costs are dependent upon the level of analysis required. Most standard surveys cost between £5,000 and £7,000.

Easy to implement

Most of the implementation and all the reporting and analysis is handled by us.

All you need to do is communicate the survey to your employees.

Confidential

The survey allows your employees to take part secure in the knowledge that their identity will remain confidential. For this reason we do not report back on groups of less than 10 people to protect the individual's anonymity.



Managing the process

The process involves four simple stages:

1) Initial consultation

This enables us to understand your organisation and specific requirements allowing us to customise the survey to meet your needs.

2) Implementing the survey

We customise the survey to meet your requirements and will work with you to communicate the survey to your staff. We will provide access codes to the on-line questionnaire and can provide paper questionnaires for those employees that are unable to access the internet.

Whilst the survey is running we will monitor the response rates to provide you with regular updates to enable you to target reminders if necessary.

3) Analysis

We review your data and analyse the results to produce your HSE compliant stress risk-assessment and detailed report with recommendations for action.

Filters are applied to identify any risk 'hot spots' as well as areas that highlight good practice. Target groups are analysed in further detail as required.

4) Report presentation

The survey results are presented to you in person along with a detailed written report.

Post survey action

Following the survey, AXA ICAS can provide you with appropriate resources and support should you require any help with implementing the actions that result from the survey.

Why use AXA ICAS?

Our thorough approach to the survey process and commitment to working in partnership with our clients ensures we regularly achieve high return rates from our surveys ranging from 60% to 94% of the population surveyed. This helps ensure a high degree of reliability of our surveys' findings.

The AXA ICAS online survey uses the **StressMeter™** system developed by health-e-solutions ltd. which provides for flexible analysis of your results with the additional capacity for benchmarking against an ever-increasing database of organisations in both public and private sectors.

As well as benefiting from the experience and expertise of AXA ICAS, by choosing us you also have the reassurance of dealing with one of the world's leading providers of employee support services.

We own and operate businesses in the UK, Southern Africa and Spain and have a network of providers and affiliates covering more than 30 countries across six continents.

Together we provide employee support services to more than 1,700 corporate clients, covering over 1.8 million employees around the world.

EMPLOYEE ASSISTANCE AND WELLBEING PROGRAMMES

OCCUPATIONAL HEALTH SERVICES

MANAGING SICKNESS ABSENCE

www.axa-icas.com

Talk to us

If you would like to find out more about how our work and wellbeing survey can help protect your organisation against the risks associated with workplace stress, please contact AXA ICAS on 0800 17 0800 or e-mail us sales@axa-icas.com

Stressmeter™ system powered by:

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