

Putting the findings in context

Key themes and questions

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Overview



Managing work-related stress and other examples of how data is used in practice in employee health and wellbeing



Problems with big data in the employee health and wellbeing context



Potential solutions to using big data as a part of employee health and wellbeing activity



Managing work-related stress and other examples

Health and Safety Executive Management Standards for work-related stress

- **The Demands** of people's jobs
- How much **Control** (or how much say) have in the way they do their work
- The **Support** provided by the organisation, line management and colleagues
- **Relationships** at work
- The extent to which people understand their **Role** in the organisation and do not have conflicting roles
- How organisational **Change** is managed and communicated

Before you start

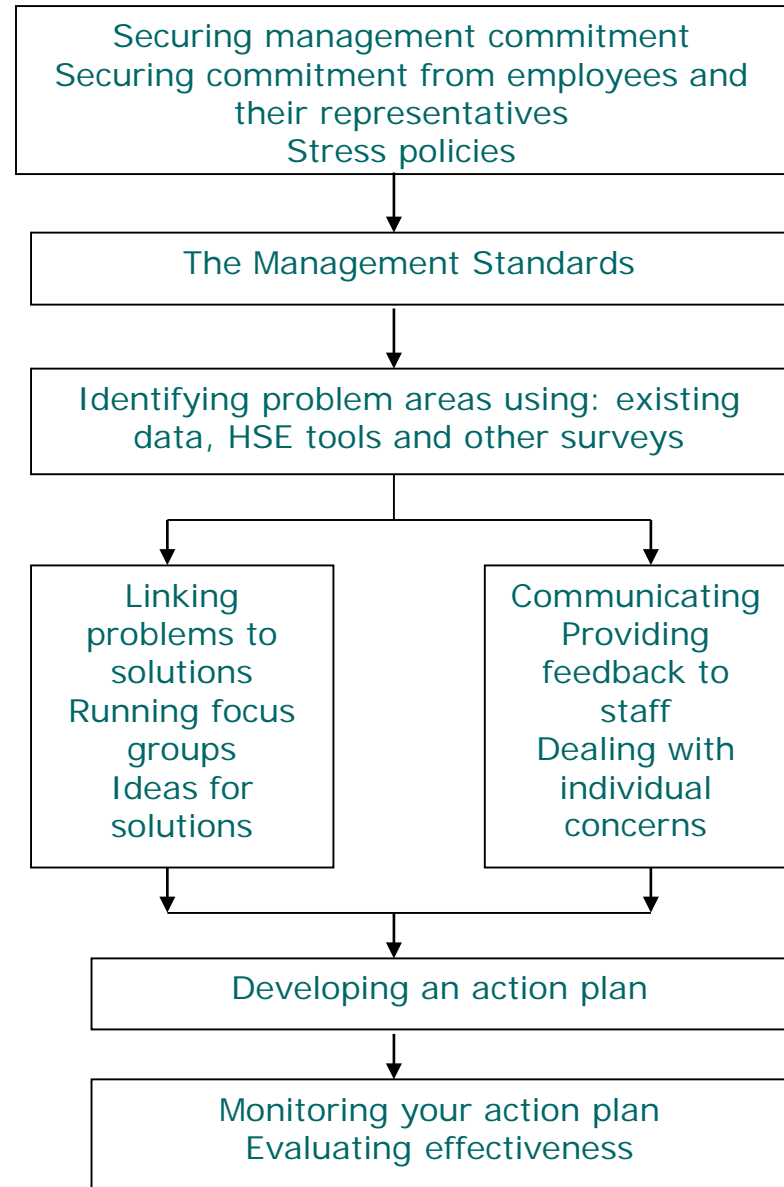
Step 1: Identify the hazards

Step 2: Who might be harmed and how

Step 3: Evaluate the risks and take action

Step 4: Record your findings

Step 5: Monitor and review



Other examples of how data is used in employee health and wellbeing



Dashboard of data – reviewed to pick up ‘hot spots’ for intervention and support

‘Score cards’ of different indicators used to drive up performance around health, safety and wellbeing

Employee opinion/engagement surveys and 360 degree feedback used to guide intervention in organisational and management/ leadership development

Problems with using big data in the employee health and wellbeing context

Problems with these data gathering processes



Potential solutions

Some thoughts on potential solutions



Bottom up involvement of academics, practitioners and employees not just to interpret data, but also to develop strategies for data collection and solution design

Recognise the multi-faceted nature of organisations and have multi-disciplinary, cross-functional working groups to share responsibility for data

Evidence-based practice

Democratising access to evidence and organisational transparency

Evidence-based practice approach

Evaluated external evidence



Practitioner expertise/judgement



Evidence-based approach



Evidence from the local context



Stakeholder preferences/values

Examples of where we have used an evidence-based practice approach for employee health and wellbeing



<http://affinityhealthhub.co.uk>

Thank-you!

