

delta

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Inclusive Design

Top consultant and advisor Nick Bevan submits an extremely thought... ► 10

Building for Wellbeing

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The health and wellbeing of a workforce is emerging as a top priority for many employers. This Delta T investigates why with case studies to illustrate this.

Editorial

by Stephen Sansom

WELCOME TO THIS SPRING EDITION OF DELTA T. I hope you enjoy reading the content which focuses on health and wellbeing throughout the wide variety of articles.

Whilst researching for this Delta T, I investigated a whole assortment of facts and figures about the European workplace in terms of which nation works the longest and shortest hours. Many of you would immediately say 'the United Kingdom', and you would be correct in terms of *full-time employment* with an average working week of 42.3 hours. The EU average is 40.3 and the nation with the shortest average

working week is Denmark at 37.8 (World Economic Forum).

In the construction sector two factors have impacted on the average hours of work carried out by staff employed throughout the industry. The EU Working Time Directive that came in last year advising that workers should not work more than 48 hours a week. Coupled with the time restrictions placed on hours of operation on a building site (08:00 to 18:00 in the week and 08:30 to 13:00 on a Saturday), most construction workers did not work too many excessive hours either.

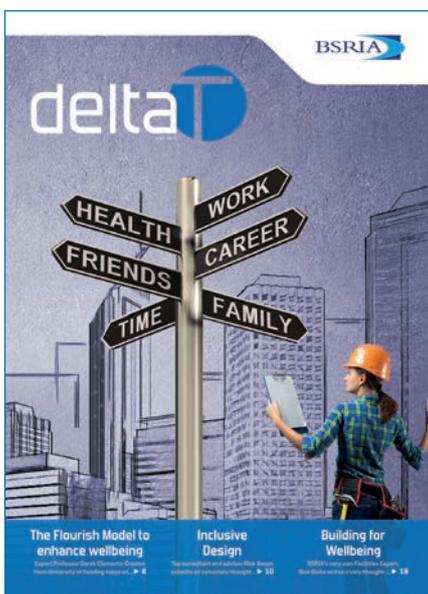
What is occurring in the workplace is the growing realisation that employers need to prioritise the health and wellbeing of their staff to really improve their productivity. There are many examples to prove this. An investment made by the Royal Mail prior to 2004 to improve staff working conditions cost the organisation £45 million yet generated a £225 million return by 2007. This was featured in a London School of Economics Report in 2007 and was organised by the Royal Mail Chief Medical Advisor Steve Boorman. After studies were made of NHS Trusts that scored good marks on the various measures of the health and wellbeing index, higher scores were noted in patient satisfaction

rates and fewer acute infections as well (personneltoday.com). Clearly a happier staff is a more productive staff.

This edition of Delta T aims to examine why and contains examples of measures employed by companies that have indeed '*prioritised the health and wellbeing of their staff.*'

As Paul Dreschler, Chairman of Bibby Line Group espouses...

“**...Good Health IS Good Business...**”



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