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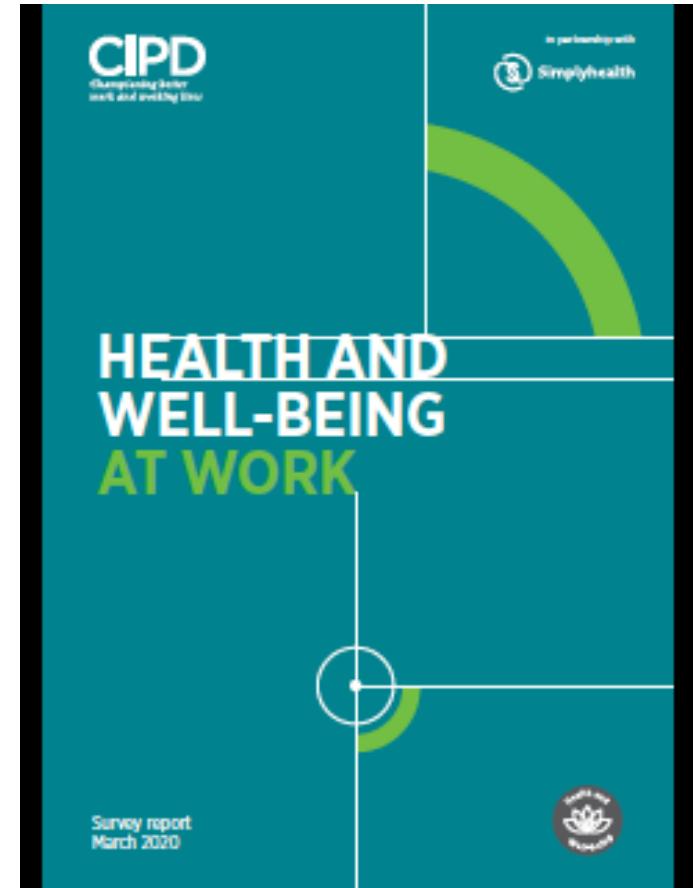
The ‘squeezed middle’: investing in line managers to support wellbeing

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Welcome and today's session

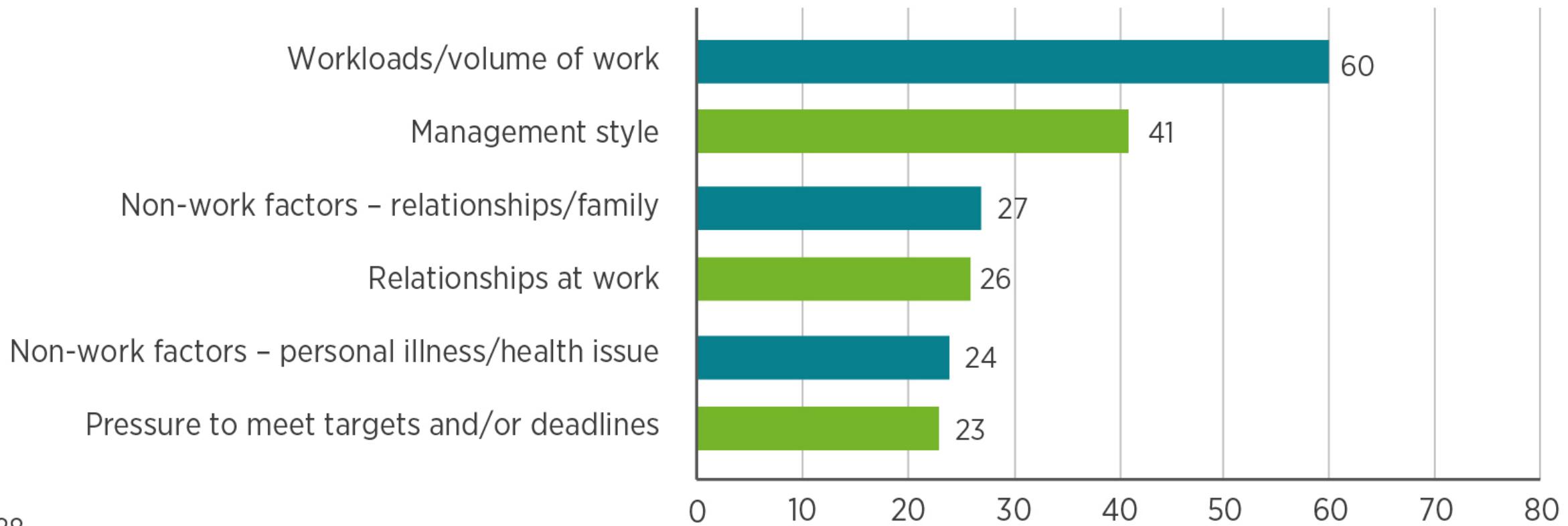
- Are we fostering healthy workplaces for health and wellbeing, supported by good people management practices?
- What role do line managers have for employee wellbeing, has this changed during COVID-19?
- Do employers invest in people management capability, and how should they be supporting managers?



What role do line managers have for employee health and wellbeing?



Figure 17: The most common causes of stress at work (in top three causes, % of respondents)



The crisis has intensified both physical
and mental health risks...
...and increased the responsibility and
complexity for managers



Good people management is key to effective wellbeing support – but much more investment is needed

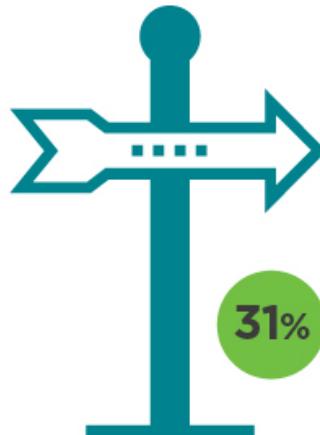


Mental health



51% of organisations have trained managers to support staff with mental ill health, but...

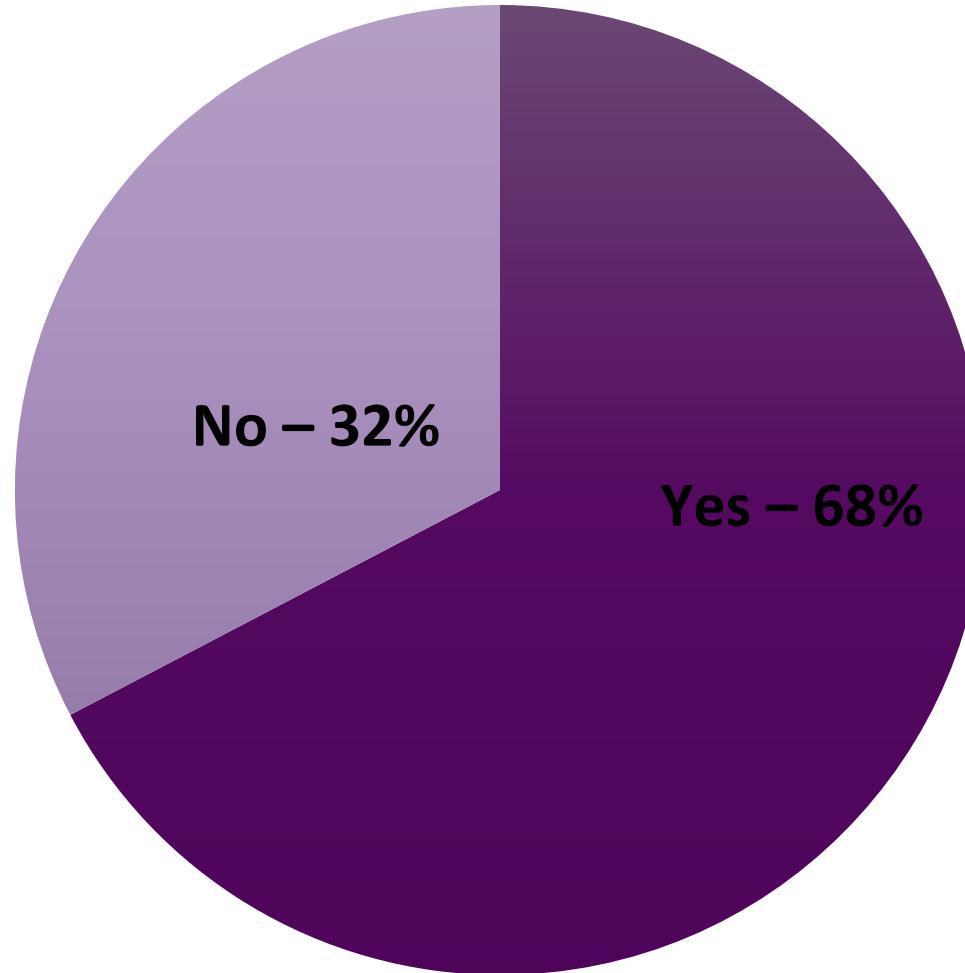
- 31% say managers are confident to have sensitive discussions/signpost staff to expert help



- 25% of people professionals say managers are confident and competent to spot the early warning signs of mental ill health.



Since Covid-19 has your employer/manager checked on your health and wellbeing?



CIPD employee survey
September 2020

How does Simplyhealth compare?

Since the pandemic began, we've dialled up support for health and wellbeing:



**65 Mental Health First Aiders
trained**



Health and Wellbeing Survey



ENERGISE YOU wellbeing
programme, newsletter, webinars



A focus on social wellbeing



SimplyMe health tracker app

And it's paid
dividends...

85%

79%

78%

feel **able to ask for help** when they
need it, and **agree their manager
cares** about their mental wellbeing

agree Simplyhealth **demonstrates a
commitment to their wellbeing**

agree Simplyhealth **is a great place
to work**

The role of line managers is key



Build relationships based on trust and have sensitive and supportive 121s to discuss any changes or support needed with empathy/compassion



Provide ongoing guidance – to help managers support employees in complex and challenging situations and refer for expert help



Line manager wellbeing - line managers themselves will be under acute pressure to manage conflicting demands

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Thank you Questions?

A graphic element in the bottom right corner featuring three overlapping circles. The top circle is teal, the middle is purple, and the bottom is red. They are arranged in a triangular pattern, with thin white outlines separating them.