

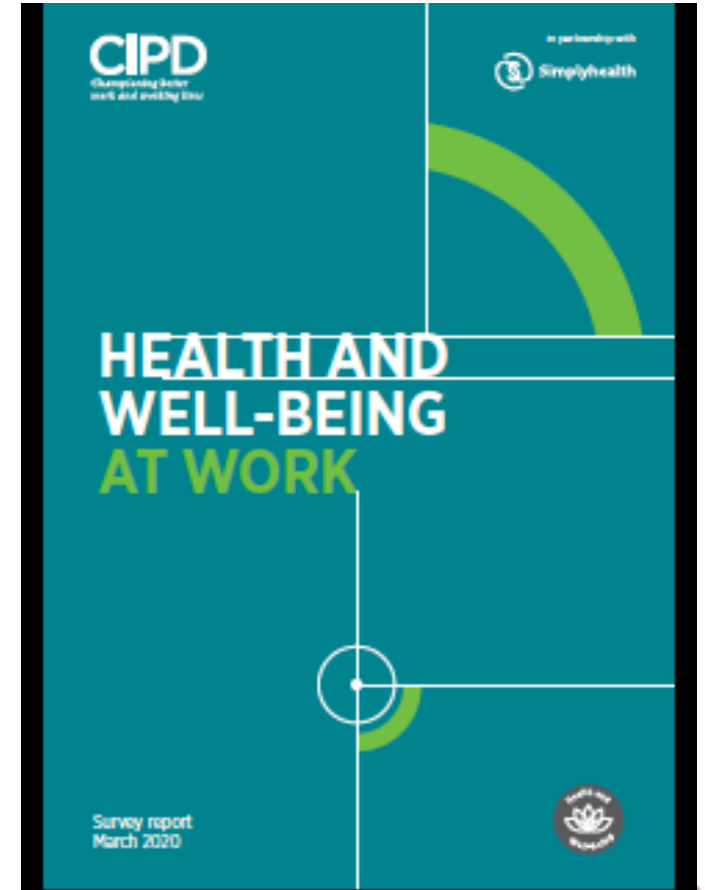
# The 'squeezed middle': investing in line managers to support wellbeing

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# Welcome and today's session

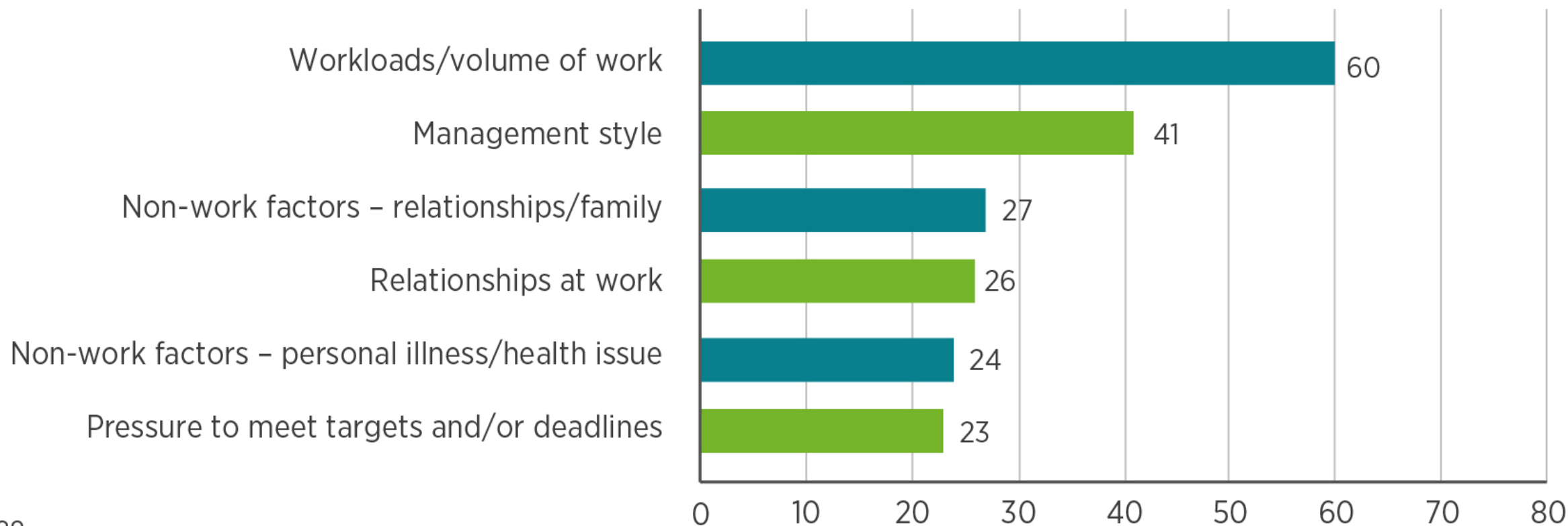
- Are we fostering healthy workplaces for health and wellbeing, supported by good people management practices?
- What role do line managers have for employee wellbeing, has this changed during COVID-19?
- Do employers invest in people management capability, and how should they be supporting managers?



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)**



Base: 688





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

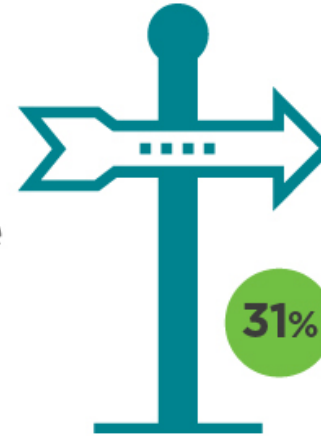


# Mental health



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

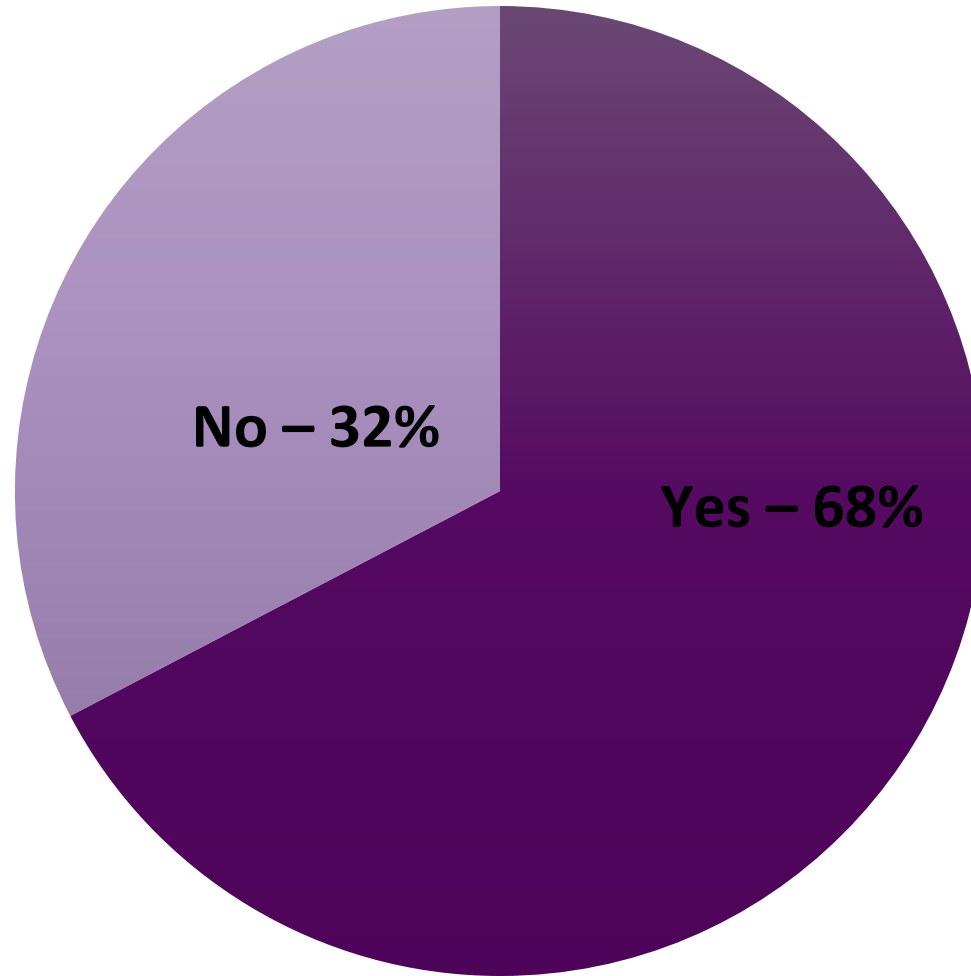


- 25% of people professionals say managers are confident and competent to spot the early warning signs of mental ill health.





# 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:



And it's paid dividends...

**85%**

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

**79%**

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

**78%**

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



**Simplyhealth**  
All together **healthier**

# 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

# Thank you

## Questions?