



**mace**

# Wellbeing in the workforce

---

**Dr Judith Grant**  
**Director of Health and Wellbeing**  
**Mace Group**

1. Board engagement
2. Wellbeing network
3. Awareness and communications
4. Measurement
5. Interventions and training

## Health and Wellbeing Plan 2022

In order for Mace to be a global industry leader in supporting the health and wellbeing of employees a significant number of programmes, interventions, processes and communications are required. The paper 'Mace: Leading on Health and Wellbeing at Work' outlines five key focus areas for Mace:

1. Proactively managing health risks, 'first, do no harm'
2. Creating wellbeing opportunities
3. Using thought leadership to influence our industry and share best practice
4. Healthy buildings
5. Community wellbeing

Wellbeing is part of the Health, Safety and Wellbeing Strategy and the Responsible Business Strategy and has been tied to the Mace Business 2022 Plan with KPIs allocated to measure success. Wellbeing is also closely tied to the work of the Human Resources team and specifically the employee benefits. Given the links across the three departments a clear project plan is needed for the delivery of Health and Wellbeing for the business.

This paper details the programmes, interventions, processes and communications required to deliver the plan and their programme of implementation aligned to the 2022 plan. The plan does not include 'business as usual' activity.



### Engage, develop and inspire our people

Expectations of work are changing and businesses need to 'strike the deal' with their employees, who now expect a sense of wellbeing from their work

### Be a responsible business

As well as unlocking business outcomes, it's also the right thing to do. It enables our people to make good choices across all aspects of our operations that deliver on this goal

### Achieve stable and sustainable growth

Focusing on creating the right environment for wellbeing will ensure that our people have the energy and motivation for healthy, high performance

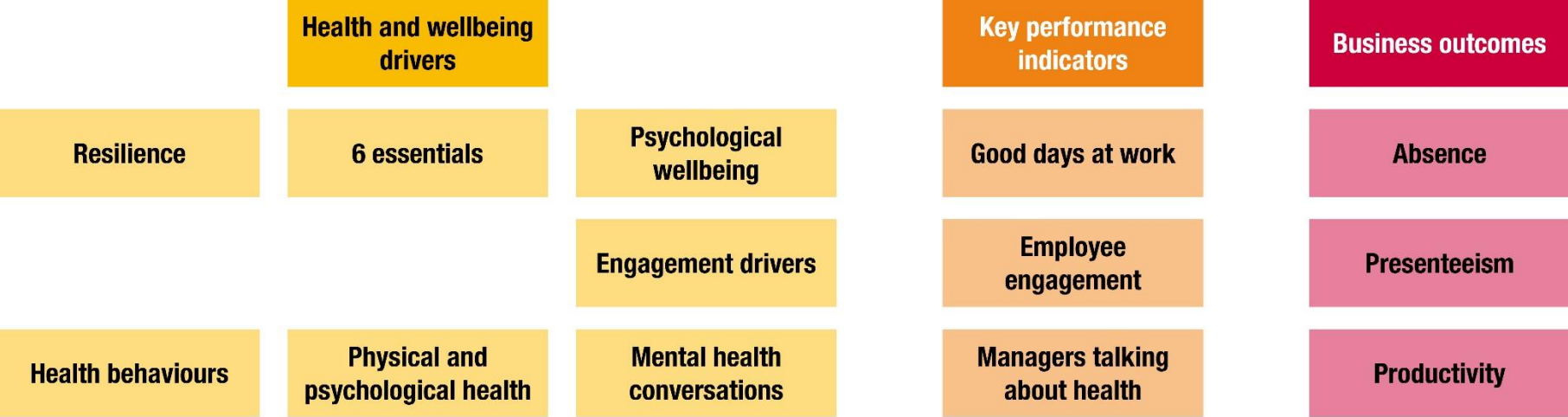
### Drive innovation to improve service excellence

Wellbeing can enable our people to innovate and solve problems to make big shifts in the construction industry

1. Proactively manage health risks, 'first, do no harm'
2. Create wellbeing opportunities
3. Use thought leadership to influence our industry and share best practice
4. Healthy buildings
5. Community wellbeing



# Measuring wellbeing at Mace



<b>4,387</b> Responses ▲ 500 increase on 2017	<b>68%</b> Response rate	<b>4.2</b> Good days at work ▲ from 3.5 in 2017
---	-----------------------------	---

**68%**

say their management team supports healthy behaviours

▲ from 55% in 2017

**64%**

say they would feel comfortable telling someone at work if they had a mental health problem

▲ from 59% in 2017



**20%**

Those with high wellbeing report being 20% more productive than those with low wellbeing

**Service**

We are rolling out the survey to our supply chain to understand how we can improve wellbeing to improve the service we offer our clients.

# Health and wellbeing supporting tools



## Occupational health and wellbeing



**WELLBEING**  
Educating, encouraging and facilitating good mental and physical wellbeing at work.

Wellbeing Framework

Engagement and Wellbeing survey results

**Wellbeing Ambassadors roles and responsibilities**




**Wellbeing Ambassador roles and responsibilities**

**The role**


Wellbeing ambassadors co-ordinate efforts and activities to encourage employee participation in wellbeing activities. Ambassadors support the Mace health and well-being programme by delivering, driving and promoting activities in local work areas and encouraging colleagues to access relevant opportunities for health improvement and awareness.

Ambassadors will spend their time engaging with employees to continually raise awareness, knowledge and understanding of the health and wellbeing opportunities at Mace. Wellbeing ambassadors at Mace do not need to be fitness fanatics or clinical experts – all that is needed is an interest, an excitement, and a commitment to supporting health and wellbeing at work for Mace employees and supply chain!

This role will always be undertaken in addition to a permanent role within Mace.



Health and Wellbeing Plan Guide  
January 2019 | V1.1  
MCHSW-00-0035



**Preventing and Managing Workplace Stress Policy**

DO NOT CONTROLLED WHEN PRINTED OR DOWN LOADED  
Classification: Unclassified

Mental Health

Stress

Healthy Buildings

January	February	March	April
New Year Wellbeing	Time to Talk Day	Financial Awareness	World Health Day
May	June	July	August
Mental Health Awareness Week	Men's Health Week	Sun Awareness	Heart Health
National Walking Month	Breathe Freely (lung disease)	Diabetes Awareness	
Action on Stroke Month			
September	October	November	December
Suicide Awareness Month Macmillan Tea Morning Eye Health	Stoptober World Mental Health Day	Wellbeing Week	Healthy Holidays (alcohol awareness)



[judith.grant@macegroup.com](mailto:judith.grant@macegroup.com)