

# Employee Wellbeing Survey/Audit

## Sector - Office

### Background

A large UK insurance company contacted Morgan Maxwell to review their current approach to wellbeing as they understood that wellbeing is the most significant predictor of productivity.

Their focus for the improvement of subjective wellbeing within the organisation was increasing engagement of their staff with their Employee Assistance Programme (EAP) which had not resulted in improved levels of self-reported wellbeing.

Morgan Maxwell implemented their holistic approach to improving wellbeing by applying ergonomics methods to get a detailed understanding of the physical, social and psychological elements of the environment. The research based approach utilising a validated questionnaire and scenario based interview methods allowed Morgan Maxwell to determine the overall sense of wellbeing that employees had within each section of the clients organisation.

Focused interventions based on a user centered approach were then targeted at the areas which had the highest impact on staff wellbeing.

efficiency

### Results

- ✓ *Reduction in exposure to high risk postures during assembly.*
- ✓ *Improved acoustics and reduction in exposure to noise.*
- ✓ *Improved lighting.*
- ✓ *Application of a more user centered design process.*

## Evaluation of environmental factors that impact of staff wellbeing.

Morgan Maxwell ergonomists carried out the following environmental investigation process:

1. Meeting with relevant stakeholders who are responsible for the health, safety and wellbeing of staff to understand where they were with their current wellbeing plans.
2. Ergonomics investigation designed around feedback from stakeholders and number of sites within the organisation.
3. Validated questionnaire sent out to employees of the organisation.
4. Scenario based interview methods completed with relevant teams and groups within the business.
5. Report produced identifying areas that require interventions.