Evidence Search Service

Results of your search request

If you would like any further help or to request the full text of any article, please contact **Name of Searcher** or knowledgeservices@dudley.gov.uk

Please acknowledge Knowledge Services in any resulting paper or presentation.

Sources searched: A search of the grey literature was conducted using Google Scholar. A search of two databases was conducted on HMIC and PsycInfo.

Time taken: 8 hours

Date Range: 2012 - 2022

Other Limits: UK only where this was identifiable in the abstract.

Search terms and notes: Database terms

workplace wellbeing or workplace health or employee wellbeing or employee health

Search requested by:	
Email:	
Required by:	
Searched by:	Anna Chapman
Email:	Anna.Chapman@dudley.gov.uk

Tel:	01384 816893
Date(s) search carried out:	7th – 15th June 2022

Results

The results of your search are displayed on the following pages. Some results may provide live links directly to the articles. These may not be highlighted/underlined but should still be active. If these are not present and you require access to the full text of the article, please contact Knowledge Services and we will try and source the text for you.

Disclaimer: It is recommended that you check the references for their relevance and that they are critically appraised before being applied to a clinical decision. Please be aware that published journal articles will have been peer reviewed, however, other evidence such as pre-prints, reports and other grey literature may not have been through this process.

There was a fairly substantial evidence base so I have tried to limit the number of results by selecting higher levels of academic evidence (systematic reviews and RCTs) and by identifying guidance and evaluation reports. I have separated these below so you can see a range of academic content and reports.

Results

1) **Academic evidence – Journal articles**
2) **Grey literature – Reports and Guidance**

A case study of a workplace wellness program that offers financial incentives for weight loss

Type	Journal Article
Author	John Cawley
Author	Joshua Price
Abstract	Employers are increasingly adopting workplace wellness programs designed to improve employee health and decrease employer costs associated with health insurance and job absenteeism. This paper examines the outcomes of 2635 workers across 24 worksites who were offered financial incentives for weight loss that took various forms, including fixed payments and forfeitable bonds. We document extremely high attrition and modest weight loss associated with the financial incentives in this program, which contrasts with the better outcomes associated with pilot programs. We conclude by offering suggestions, motivated by behavioral economics, for increasing the effectiveness of financial incentives for weight loss. [Abstract]
Date	2013
URL	https://www.sciencedirect.com/science/article/abs/pii/S0167629613000544?via%3Dihub
Extra	Publisher: 2013
Volume	32
Pages	794-803
Publication	Journal of Health Economics
Issue	5
ISSN	0167-6296
Date Added	13/06/2022, 11:14:03

An evaluation of workplace choir singing amongst Health Service staff in Ireland

Type	Journal Article
Author	Hilary Moss
Author	Jessica O'Donoghue

Abstract   This paper explores the well-being ['well-being' and 'wellbeing' are used interchangeably in the literature. Well-being is used in this paper (except in the reference list where exact wording is maintained)] benefits of participation in a workplace choir for health service staff. A mixed method study, this project combines quantitative measures of work engagement, perceived stress, resilience levels and work absences with qualitative interviews with choir participants. It is the first study of workplace choirs in Ireland and one of very few studies internationally that research health service staff choirs. There is some preliminary evidence of benefits that choir attendance may increase positive perception of workers' mental health as well as effect depression rates. However, evidence is limited quantitatively and difficulties in measuring the health benefits of arts interventions are noted. Qualitative data, however, confirms previous study findings, namely that a workplace choir can promote social connectedness, enjoyment at work and staff engagement. Work place choir was also noted to appeal mainly to a limited demographic of work place staff and people with relatively positive health and well-being. Efforts must be made to engage staff from lower socio-economic backgrounds, diverse cultural backgrounds and male staff in work place health promotion activities, as these groups were found less likely to join a work place choir. Given the low cost and low risk of this activity, and the qualitative benefits reported, it is recommended to continue to develop and evaluate health service workplace choirs. (PsycInfo Database Record (c) 2021 APA, all rights reserved) (Source: journal abstract)

Capturing wellbeing at work

Type   Journal Article
Author   Valerie Shephard
Author   Woody Caan

Abstract Purpose: This paper aims to report on a 12-item measure developed by the authors, which assesses and monitors the wellbeing of employees across an organisation: Wellness at Work (W@W). Design/methodology/approach: The W@W questionnaire for employees was delivered in parallel with a multi-site survey undertaken by the Health and Safety Executive, during the development of their management standards. This paper reports its testing across a higher education workforce with 552 diverse participants. Findings: This survey revealed that individuals with low or deteriorating "wellness" gave distinctive responses to questions about their future work, and enabled widespread discussion within the organisation about actions to improve employee wellbeing. Originality/value: W@W is a practical measure for use in workplace settings. (PsycINFO Database Record (c) 2017 APA, all rights reserved) (Source: journal abstract)

Attachments

Attachment

Championing mental health at work: Emerging practice from innovative projects in the UK

Type Journal Article
Author Mark Robinson
Author Sylvia Tilford
Author Peter Branney
Author Karina Kinsella

Abstract This paper examines the value of participatory approaches within interventions aimed at promoting mental health and wellbeing in the workplace. Specifically the paper explores data from the thematic evaluation of the Mental Health and Employment project strand within the Altogether Better programme being implemented in England in the Yorkshire and Humber region, which was funded through the BIG Lottery and aimed to empower people across the region to lead better lives. The evaluation combined a systematic evidence review with semi-structured interviews across mental health and employment projects. Drawing on both evaluation elements, the paper examines the potential of workplace-based 'business champions' to facilitate organizational culture change within enterprises within a deprived regional socioeconomic environment. First, the paper identifies key policy drivers for interventions around mental health and employment, summarizes evidence review findings and describes the range of activities within three projects. The role of the 'business champion' emerged as crucial to these interventions and therefore, secondly, the paper examines how champions' potential to make a difference depends on the work settings and their existing roles, skills and motivation. In particular, champions can proactively coordinate project strands, embed the project, encourage participation, raise awareness, encourage changes to work procedures and strengthen networks and partnerships. The paper explores how these processes can facilitate changes in organizational culture. Challenges of implementation are identified, including achieving leverage with senior management, handover of ownership to fellow employees, assessing impact and sustainability. Finally, implications for policy and practice are discussed, and conclusions drawn concerning the roles of champions within different workplace environments. (PsycINFO Database Record (c) 2016 APA, all rights reserved) (Source: journal abstract)

Development and evaluation of a multi-component intervention to help call agents to sit less and move more at work

Type Thesis

Author Abigail Sophie Morris

Abstract Sedentary behaviour (SB) and physical inactivity are risk factors for noncommunicable diseases, morbidity and premature mortality. Conversely, reducing total and prolonged SB and increasing physical activity (PA) can improve cardiometabolic and musculoskeletal health, wellbeing, and improve work outcomes such as absenteeism and productivity. In the UK, ~766,000 adults are employed within call centres. Worryingly, contact centre call agents spend ~90% of their working day seated, which can negatively impact cardiovascular and metabolic health, presenteeism and productivity. Despite knowing the relationships between SB, PA and health, little research has been conducted within the contact centre setting to develop robust SB and PA interventions for call agents. The overarching aim of this thesis therefore was to develop and evaluate a multi-component intervention to help call agents to sit less and move more at work. Three empirical studies were undertaken to achieve this aimStudy 1 explored factors influencing call agent's workplace PA and SB and strategies perceived to help agents move more and sit less at work. Fifteen focus groups and interviews were conducted across four contact centres in the North West of England and perspectives were captured from three key stakeholder groups including; call agents (n = 20), team leaders (n = 11) and senior team leaders (n = 12). Thematic analysis revealed insights into the impact of high occupational sitting and low PA on call agents physical and mental health, and factors influencing their motivation to move more and sit less. Team leaders, although pivotal, identified their own workload, and agents' requirement to meet targets, as factors influencing their ability to promote agents to move more and sit less at work. Senior team leaders offered a broad organisational perspective into the business needs and importance of return on investment from PA and SB interventions. Unique factors including continuous monitoring of productivity and personal time, a physical connection to their workstation, and low autonomy over working practices, seemed to limit call agent's opportunity to move more and sit less at work. Proposed strategies were acknowledgement of PA and SB within policy and job roles, height-adjustable workstations, education and training sessions, and greater interpersonal support. Evaluating the impact of interventions was perceived key for developing a business case and enhancing organisational buy-in. Multi-level interventions embedded into current working practices appeared important for the multiple stakeholders, while addressing concerns regarding productivity.Study 2 used a mixed-methods approach to explore the feasibility of an 8-week non-randomised pre-post SB and PA intervention in one contact centre. Six of 20 team leaders were recruited, with 17 of 84 call agents (78% female, 39.3 ± 11.9 years) completing baseline assessments and 13 completing follow-up. High workload influenced agent and team leader recruitment. Call agents perceived data collection as acceptable, with strategies needed to enhance fidelity. Education sessions, height-adjustable workstations and weekly emails were perceived as the most effective intervention components; however, height-adjustable hot-desks were not feasible. The intervention was largely perceived positively, with call agents and team leaders describing numerous perceived benefits on behavioural, health and work-related outcomes. This study identified unique, pragmatic considerations for conducting a multi-level, multi-component PA and SB intervention and associated evaluation in the challenging contact centre setting. Study 3 evaluated a pilot randomised controlled trial of a multi-component intervention, with (SLAMM+) and without (SLAMM) height-adjustable workstations, in one contact centre. (PsycInfo Database Record (c) 2021 APA, all rights reserved)

Date	2019 2021
Archive	APA PsycInfo®
Loc. in Archive	2531321045; 2021-34763-129
URL	https://www.proquest.com/dissertations-theses/development-evaluation-multicomponent/docview/2531321045/se-2?accountid=47749
Extra	Publication Title: Dissertation Abstracts International: Section B: The Sciences and Engineering AAI28329095
Type	Ph.D.
University	Liverpool John Moores University (United Kingdom)
Date Added	07/06/2022, 15:09:23

Employee Wellbeing: Evaluating a Wellbeing Intervention in Two Settings

Type	Journal Article
Author	Alexis Keeman
Author	Katharina Näswall
Author	Sanna Malinen
Author	Joana Kuntz
Abstract	This research presents two studies conducted to evaluate the Wellbeing Game in two different contexts: In a student sample and in an organizational setting. Study 1 investigated the efficacy of the Wellbeing Game, in terms of its effect of wellbeing, stress, and an image valence test, among 60 university students. The results showed that after playing the Wellbeing Game, students reported a significant positive change in wellbeing compared to those who did not play the Wellbeing Game, but there was no decrease in stress or any change in classification of image valence. Study 2 evaluated the Wellbeing Game in an organizational context. Employees (n = 52) in a financial organization played the Wellbeing Game for 4 weeks and answered survey questions about wellbeing and stress at the beginning and end of this period. The results showed that after playing the Wellbeing Game, employees reported lower stress levels, and higher wellbeing levels for those who felt that it had helped them connect more with colleagues. The results from the two studies provide preliminary support that the Wellbeing Game may be an effective wellbeing intervention tool in both an organization and a non-organizational context.
Date	2017-4-04
Library Catalog	PubMed Central
URL	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5378814/
Accessed	07/06/2022, 16:05:21
Extra	PMID: 28421021 PMCID: PMC5378814
Volume	8
Pages	505
Publication	Frontiers in Psychology
DOI	10.3389/fpsyg.2017.00505
Journal Abbr	Front Psychol
ISSN	1664-1078
Date Added	07/06/2022, 16:05:21
Attachments	

Full Text

Experience of positive psychology coaching while working from home during the covid-19 pandemic: An interpretative phenomenological analysis

Type	Journal Article
Author	Christian van Nieuwerburgh
Author	Margaret Barr
Author	Alexandra J. S. Fouracres
Author	Tia Moin
Author	Charlotte Brown
Author	Corinne Holden
Author	Cornelia Lucey
Author	Philippa Thomas

Abstract ABSTRACT The COVID-19 pandemic has highlighted the importance of organisations attending to the wellbeing of their employees, and workplace coaching has already been shown to improve performance and enhance wellbeing. Positive psychology coaching (PPC) is an emerging intervention that considers wellbeing an integral part of the coaching intervention. There is currently a gap in our understanding of how PPC is experienced by people affected by the pandemic and its restrictions. To address this gap, an Interpretative Phenomenological Analysis (IPA) design was used to explore the lived experience of six employees of a UK-based financial services company who received PPC while working from home (WFH) during the COVID-19 pandemic. The study provided an insight into how PPC can lead to positive outcomes for employees, with the findings being presented through five themes: valuing opportunity for safe reflection; increasing awareness; alleviation of negative emotions; re-energised by identifying a way forward; and renewed confidence. The study contributes to our awareness of how participants experience an intervention that intentionally integrates performance improvement and the enhancement of wellbeing. (PsycInfo Database Record (c) 2021 APA, all rights reserved) (Source: journal abstract)

Date	2021 Mar 11
Archive	APA PsycInfo®
Loc. in Archive	2502244216; 2021-27720-001
URL	https://www.proquest.com/scholarly-journals/experience-positive-psychologycoaching-while/docview/2502244216/se-2?accountid=47749
Extra	Publisher: Taylor & Francis
Publication	Coaching: An International Journal of Theory, Research and Practice
DOI	10.1080/17521882.2021.1897637
ISSN	1752-1882, 1752-1882
Date Added	07/06/2022, 15:09:23

Implementing practices focused on workplace health and psychological wellbeing: A systematic review

Type	Journal Article
Author	Kevin Daniels

Author David Watson

Author Rachel Nayani

Author Olga Tregaskis

Author Martin Hogg

Author Abasiama Etuknwa

Author Antonina Semkina

Abstract Rationale: Workplace health and wellbeing practices (WHWPs) often fail to improve psychological health or wellbeing because of implementation failure. Thus, implementation should be evaluated to improve the effectiveness of WHWPs. Objective: We conducted a systematic review to identify critical success factors for WHWP implementation and gaps in the evidence. Doing so provides a platform for future theoretical development. Methods: We reviewed 74 separate studies that assessed the implementation of WHWPs and their effects on psychological health or psychological wellbeing. Most studies were from advanced industrial Western democracies (71). Intervention types included primary (e.g., work redesign, 37 studies; and health behavior change, 8 studies), secondary (e.g., mindfulness training, 11 studies), tertiary (e.g., focused on rehabilitation, 9 studies), and multifocal (e.g., including components of primary and secondary, 9 studies). Results: Tangible changes preceded improvements in health and wellbeing, indicating intervention success cannot be attributed to non-specific factors. Some interventions had beneficial effects through mechanisms not planned as part of the intervention. Three factors were associated with successful WHWP implementation: continuation, learning, and effective governance. Conclusions: The review indicates future research could focus on how organizations manage conflict between WHWP implementation and existing organizational processes, and the dynamic nature of organizational

contexts that affect and are affected by
WHWP implementation. (PsycInfo
Database Record (c) 2021 APA, all
rights reserved) (Source: journal
abstract)

Longitudinal effects of engagement with workplace health programmes on employee outcomes: A relational perspective

Type Journal Article
Author Roberta Fida
Author Annilee Game
Author Martin Stepanek
Author Cloé Gendronneau

Abstract Organizations increasingly adopt health and wellbeing programmes (HWPs), yet little is known about the underlying processes or boundary conditions that may influence the effectiveness of these initiatives on employee outcomes such as wellbeing and job satisfaction. In a 3-year study, we adopted a social exchange approach to examine: (1) the role of relational context in mediating the links between employee engagement with HWPs and wellbeing and job satisfaction over time and (2) whether organizational prioritization of HWPs moderates the relationship between engagement with HWPs and quality of relationships at work. The results of our multilevel and longitudinal structural equation model (N = 7,785 UK employees, nested within 64 organizations) showed that the more employees engage with HWPs, the better the quality of coworker relationships, the less they experience bullying over time and the better their longer-term wellbeing and job satisfaction. Against expectations, organizational prioritization of HWPs did not moderate the link between HWPs engagement and perceived co-worker relationship quality. Theoretical and practical implications of the study are discussed. (PsycInfo Database Record (c) 2021 APA, all rights reserved) (Source: journal abstract)

Mental wellbeing impact assessment (MWIA) in the workplace

Type	Journal Article
Author	Charlotte Burford
Author	Silvia Davey
Author	Alec Knight
Author	Sadie King
Author	Anthea Cooke
Author	Tony Coggins

Abstract Purpose: The Mental Wellbeing Impact Assessment (MWIA) is an evidence-based tool that guides decision makers, such as policy makers and service managers, about the potential impacts of a new programme or policy change. It was initially used in urban regeneration but has subsequently been used in housing, children's centres and education. The purpose of this paper is to report, for the first time, on the strengths and weaknesses of using the MWIA in the workplace. Design/methodology/approach: Feedback was collected from staff who participated in stakeholder workshops as part of the MWIA process at two different public sector organisations. Findings: The MWIA can be used as an effective workplace assessment tool and is valuable as both a diagnostic tool and as an intervention in its own right. The MWIA generates tailored action plans focussed on addressing the organisation or team-specific issues. The weaknesses of the MWIA in the workplace are mainly focussed around management cooperation and commitment to the process which should be screened for prior to engaging in the full stakeholder workshop. Originality/value: This is the first report of MWIA's use in the workplace but suggests that it is a useful tool which can be used to support workplace wellbeing, especially in relation to a policy or organisational change. Further studies should be carried out to fully understand the impact of the MWIA in the workplace. (PsycINFO Database Record (c) 2017 APA, all rights reserved) (Source: journal abstract)

Date 2017
Archive APA PsycInfo®
Loc. in Archive 1957281209; 2017-41083-002
URL https://www.proquest.com/scholarly-journals/mental-wellbeing-impact-assessmentmwia-workplace/docview/1957281209/se-2
Extra Publisher: Emerald Publishing Emerald Group Publishing Limited Pavilion Publishing Pier Professional
Volume 16
Pages 104-112
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DOI 10.1108/JPMH-01-2017-0002
Issue 3
ISSN 1746-5729, 1746-5729
Date Added 07/06/2022, 15:09:26
Attachments

Attachment

Mindfulness meditation for workplace wellness: An evidence map

Type Journal Article
Author Lara G. Hilton
Author Nell J. Marshall
Author Aneesa Motala
Author Stephanie L. Taylor
Author Isomi M. Miake-Lye
Author Sangita Baxi
Author Roberta M. Shanman

Author Michele R. Solloway
Author Jessica M. Beroes
Author Susanne Hempel

Abstract Background: Mindfulness interventions aim to foster greater attention and awareness of present moment experiences. Uptake of mindfulness programs in the workplace has grown as organizations look to support employee health, wellbeing and performance. Objective: In support of evidence-based decision making in workplace contexts, we created an evidence map summarizing physical and mental health, cognitive, affective, and interpersonal outcomes from systematic reviews of randomized controlled trials (RCTs) of mindfulness interventions. Methods: We searched nine electronic databases to July 2017, dually-screened all reviews, and consulted topic experts to identify systematic reviews on mindfulness interventions. The distribution of evidence is presented as an evidence map in a bubble plot. Results: In total, 175 systematic reviews met inclusion criteria. Reviews included a variety of mindfulness-based interventions. The largest review included 109 randomized controlled trials. The majority of these addressed general health effects, psychological variables, chronic illness, pain, and substance use. Twenty-six systematic reviews assessed studies conducted in workplace settings and with healthcare professionals, educators and caregivers. The evidence map shows the prevalence of research by the primary area of focus. An outline of promising applications of mindfulness interventions is included. Conclusions: The evidence map provides an overview of existing mindfulness research. It shows the body of available evidence to inform policy and organizational decision-making supporting employee wellbeing in work contexts. (PsycInfo Database Record (c) 2021 APA, all rights reserved) (Source: journal abstract)

Mindfulness-based interventions in the workplace: An inclusive systematic review and meta-analysis of their impact upon wellbeing

Type Journal Article
Author Tim Lomas
Author Juan Carlos Medina
Author Itai Ivtzan
Author Silke Rupprecht

Author Francisco José Eiroa-Orosa

Abstract Given the demanding nature of many professions, efforts are ongoing to develop initiatives to improve occupational wellbeing, including mindfulness-based interventions (MBIs). To assess the efficacy of MBIs, meta-analytic procedures were conducted on 35 randomized controlled trials derived from an earlier inclusive systematic literature search (covering all occupations, MBIs, and wellbeing-related outcomes). Mindfulness had moderate effects on deficit-based outcomes such as stress (SMD = −0.57), anxiety (SMD = −0.57), distress (SMD = −0.56), depression (SMD = −0.48), and burnout (SMD = −0.36), and moderate to small effects on asset-based outcomes like health (SMD = 0.63), job performance (SMD = 0.43), compassion and empathy (SMD = 0.42), mindfulness (SMD = 0.39), and positive wellbeing (SMD = 0.36), while no effects were observed for emotional regulation. However, the quality of the studies was inconsistent, suggesting more high-quality randomised controlled trials are needed. (PsycINFO Database Record (c) 2019 APA, all rights reserved) (Source: journal abstract)

Pearls of wisdom: Using the single case study or 'gem' to identify strategies for mediating stress and work-life imbalance in healthcare staff

Author Teena J. Clouston

Abstract Background: The growing levels of stress and work-life imbalance reported in contemporary health and social care arenas in the UK can be linked to the neoliberal principles driving performance and intensification in the workforce. These pressures are an area of concern in terms of staff health and wellbeing and the impact of these on the care and compassion of patients/service users. Aims: This paper reports on a single case study that was part of a wider interpretative phenomenological analysis (IPA) that aimed to explore the levels of stress and work-life imbalance experienced by occupational therapists working in health and social-care sectors in Wales in the UK. Methods: Interpretative phenomenological analysis was used as both an approach and tool of analysis. The use of the single case study and gem as a tool in IPA to pique interest and promote further investigation is also explicated. Results: Identified four key strategies that underpinned an approach to mediating stress and work-life balance for staff in the workplace. These were: a sense of choice and autonomy over workloads and decision-making; congruence with family values; supportive workplace attitudes and expectations of others; and finally, that the ability to reconcile conflicts i.e. integrate or harmonise them with personal values, as opposed to holding a sense of compromise marked by concession or loss, can address cognitive and emotional dissonance. Conclusions: The existing constructs to support the health and wellbeing of staff in health and social-care settings are ineffective. These strategies offer tools to address this and successfully promote a sense of personal integrity and meaning in life. In turn, this can achieve and sustain a more resilient workforce providing the positive energy needed to be caring and compassionate in their practice. (PsycInfo Database Record (c) 2020 APA, all rights reserved) (Source: journal abstract)

Process evaluation of a tailored workplace intervention designed to promote sustainable working in a rapidly changing world

Type Journal Article
Author Cheryl Haslam
Author Aadil Kazi
Author Myanna Duncan

Abstract Increasing numbers of people are employed in sedentary occupations, spending large amounts of time sitting at work which is detrimental to health and wellbeing. Evidencebased guidance is required to intervene to reduce sedentary behaviour, encourage physical activity and promote sustainable working. This article presents a process evaluation of a successful workplace intervention Walking Works Wonders, shown to be effective in improving health, job satisfaction and motivation (Haslam et al. 2018). In this qualitative process evaluation employees reported an increased awareness of their sedentary time and they particularly valued the monitoring of activity using pedometers. They described changes to their working and leisure time activity to accumulate more steps. Participants reported improved physiological and psychological health outcomes, improved working relations with colleagues, changes in dietary behaviour and involving their families in physical activity. The results highlight elements of the intervention that encouraged healthy and more sustainable working practices. Practitioner summary: This study provides the employees' perspective on the effective elements of a workplace intervention which encouraged physical activity and reduced sitting time. The results offer valuable insights for practitioners aiming to develop interventions to improve health and facilitate more sustainable working practices in a rapidly changing world of work. (PsycInfo Database Record (c) 2021 APA, all rights reserved) (Source: journal abstract)

Protecting the psychological wellbeing of staff exposed to disaster or emergency at work: A qualitative study

Type Journal Article
Author Samantha K. Brooks
Author Rebecca Dunn
Author Richard Amlôt
Author G. James Rubin
Author Neil Greenberg

Abstract Background: Disasters are becoming more prevalent across the world and people are frequently exposed to them as part of their occupational groups. It is important for organisations to understand how best to support employees who have experienced a trauma such as a disaster. The purpose of this study was to explore employees' perceptions of workplace support and help-seeking in the context of a disaster. Methods: Forty employees in England took part in semi-structured interviews. Thematic analysis was used to extract recurring themes from the data. Results: Participants reported both positive and negative psychological outcomes of

experiencing a disaster or emergency at work. Most had little training in how to prepare for, and cope with, the psychological impact. They perceived stigma around mental health and treatment for psychological issues which often made them reluctant to seek help. Many reported that the psychological support available in the workplace was insufficient and tended to be reactive rather than proactive. Interpersonal relationships at work were viewed as being important sources of support, particularly support from managers. Participants suggested that psychosocial training in the workplace could be beneficial in providing education about mental health, encouraging supportive workplace relationships, and developing listening skills and empathy. Conclusions: Organisations can take steps to reduce the psychological impact of disasters on employees. This could be done through provision of training workshops incorporating mental health education to reduce stigma, and team-building exercises to encourage supportive workplace relationships. (PsycInfo Database Record (c) 2021 APA, all rights reserved) (Source: journal abstract)

The effectiveness of physical activity interventions in improving well-being across office-based workplace settings: A systematic review

Type Journal Article

Author S. Abdin

Author R. K. Welch

Author J. Byron-Daniel

Author J. Meyrick

Abstract Objectives: Although the benefits of regular physical activity (PA) are widely accepted, most of the population fails to meet the recommended levels of activity. Public health bodies such as the World Health Organisation emphasise promoting PA within workplaces as a key intervention setting to reach the health and well-being of the

working population. Given the importance of well-being in workplace settings, it

seems worthwhile to explore the evidence of effectiveness in the literature. This

systematic review aims to assess the effectiveness of PA interventions for improving

psychological well-being in working adults. It provides a review of current evidence,

assesses the quality of the research into this topic area and identifies issues and

recommendations for future research. Study design: A systematic review guided by the

Cochrane Handbook was conducted. Methods: PsycINFO, PubMed, ScienceDirect,

Web of Science, Embase, MEDLINE and Cochrane Library literature searches were

conducted from 2007 to April 2017. Using the keywords 'Physical Activity';

'Exercise'; 'Wellbeing'; 'Employee' and 'Workplace', five articles were obtained that

fit the inclusion criteria. Inclusion criteria were a workplace setting, an intervention

including a PA intervention and an outcome measure including well-being. Extraction

of articles and quality assessment of the articles were performed independently by two authors using the Cochrane's data extraction form and the Cochrane's risk of bias. Owing to heterogeneity in population characteristics, intervention components, outcome measures and the durations of interventions, a narrative synthesis was conducted. Results: The review identified five office-based workplace PA interventions in promoting psychological well-being in 1326 participants. The included studies varied substantially in sample size characteristics, methodological quality, duration of follow-up, types of interventions and assessed outcomes. Three of the five included studies were of high quality. The types of PA intervention included yoga, exercise and three studies focussing on walking interventions. The findings evidenced that exercise, yoga and walking interventions improve well-being as measured across workplace settings compared with no intervention. Some studies did not include a placebo control group and therefore, a form of PA intervention regardless of the type may be better than no intervention at all. Conclusion: This review found mixed evidence that PA interventions can be effective in improving well-being across office settings. Although, the findings are promising, because of methodological failings, there is no conclusive evidence. Current evidence indicates that employees can improve their psychological well-being by participating in any form of PA interventions in an office setting. (PsycInfo Database Record (c) 2020 APA, all rights reserved) (Source: journal abstract)

The impact of mindfulness on well-being and performance in the workplace: An inclusive systematic review of the empirical literature

Type Journal Article
Author Tim Lomas
Author Juan Carlos Medina
Author Itai Ivtzan
Author Silke Rupprecht
Author Rona Hart
Author Francisco José Eiroa-Orosa

Abstract Work can be demanding, imposing challenges that can be detrimental to the physical and mental health of workers. Efforts are therefore underway to develop practices and initiatives that may improve occupational well-being. These include interventions based on mindfulness meditation. This paper offers a systematic review of empirical studies featuring analyses of mindfulness in occupational contexts. Databases were reviewed from the start of records to January 2016. Eligibility criteria included experimental and correlative studies of mindfulness conducted in work settings, with a variety of wellbeing and performance measures. A total of 153 papers met the eligibility criteria and were included in the systematic review, comprising 12,571 participants. Mindfulness was generally associated with positive outcomes in relation to most measures. However, the quality of the studies was inconsistent, so further research is needed, particularly involving high-quality randomized control trials. (PsycINFO Database Record (c) 2017 APA, all rights reserved) (Source: journal abstract)

The role of peer physical activity champions in the workplace: a qualitative study

Type Journal Article
Author Sarah Edmunds
Author Angela Clow

Abstract AIMS: Peer health champions have been suggested as an important component of multilevel workplace interventions to promote healthy behaviours such as physical activity (PA). There is accumulating quantitative evidence of their effectiveness but as yet little exploration of why and how champions influence peer behaviour. The current study explores the role of peer physical activity champions (PPACs) in influencing colleagues' PA behaviour from the perspectives of both champions and colleagues.METHODS: Seven months after the introduction of a workplace PA programme in 17 small- and medium-sized enterprises (SMEs), two focus groups were held with PPACs and four with programme participants. Data were analysed using inductive thematic analysis. RESULTS: Three overarching themes were developed: how

PPACs encourage PA, valuable PPAC characteristics and sustaining motivation for the PPAC role. Both direct encouragement from PPACs and facilitation of wider PA supportive social networks within the workplace encouraged behaviour change. PA behaviour change is a delicate subject and it was important that PPACs provided enthusiastic and persistent encouragement without seeming judgemental. Being a PA role model was also a valuable characteristic. The PPACs found it satisfying to see positive changes in their colleagues who had become more active. However, colleagues often did not engage in suggested activities and PPACs required resilience to maintain personal motivation for the role despite this. CONCLUSION: Incorporating PPACs into SME-based PA interventions is acceptable to employees. It is recommended that PPAC training includes suggestions for facilitating social connections between colleagues. Sensitivity is required when initiating and engaging in conversations with colleagues about increasing their PA. Programmes should ensure PPACs themselves are provided with social support, especially from others in the same role, to help sustain motivation for their role. These findings will be useful to health-promotion professionals developing workplace health programmes. [Abstract]

Date Added 13/06/2022, 11:14:03

Whole-system approaches to improving the health and wellbeing of healthcare workers: A systematic review

Type Journal Article

Author Sarah L. Brand

Author Jo Thompson Coon

Author Lora E. Fleming

Author Lauren Carroll

Author Alison Bethel

Author Katrina Wyatt

Abstract Background: Healthcare professionals throughout the developed world report higher levels of sickness absence, dissatisfaction, distress, and "burnout" at work than staff in other sectors. There is a growing call for the 'triple aim' of healthcare delivery (improving patient experience and outcomes and reducing costs; to include a fourth aim: improving healthcare staff experience of healthcare delivery. A systematic review commissioned by the United Kingdom's (UK) Department of Health reviewed a large number of international healthy workplace interventions and recommended five whole-system changes to improve healthcare staff health and wellbeing: identification and response to local need, engagement of staff at all levels, and the involvement, visible leadership from, and up-skilling of, management and board-level staff. Objectives: This systematic review aims to identify whole-system healthy workplace interventions in healthcare settings that incorporate (combinations of) these recommendations and determine whether they improve staff health and wellbeing. Methods: A comprehensive and systematic search of medical, education, exercise science, and social science databases was undertaken. Studies were included if they reported the results of interventions that included all healthcare staff within a healthcare setting (e.g. whole hospital; whole unit, e.g. ward) in collective activities to improve physical or mental health or promote healthy behaviours. Results: Eleven studies were identified which incorporated at least one of the whole-system recommendations. Interventions that incorporated recommendations to address local need and engage the whole workforce fell in to four broad types: 1) pre-determined (one-size-fits-all) and no choice of activities (two studies); or 2) pre-determined and some choice of activities (one study); 3) A wide choice of a range of activities and some adaptation to local needs (five studies); or, 3) a participatory approach to creating programmes responsive and adaptive to local staff needs that have extensive choice of activities to participate in (three studies). Only five of the interventions included substantial involvement and engagement of leadership and efforts aimed at up-skilling the leadership of staff to support staff health and wellbeing. Incorporation of more of the recommendations did not appear to be related to effectiveness. The heterogeneity of study designs, populations and outcomes excluded a meta-analysis. All studies were deemed by their authors to be at least partly effective. Two studies reported statistically significant improvement in objectively measured physical health (BMI) and eight in subjective

mental health. Six studies reported statistically significant positive changes in

subjectively assessed health behaviours. Conclusions: This systematic review identified

11 studies which incorporate at least one of the Boorman recommendations and

provides evidence that whole-system healthy workplace interventions can improve health and wellbeing and promote healthier behaviours in healthcare staff. (PsycInfo Database Record (c) 2020 APA, all rights reserved) (Source: journal abstract)

Date 2017 Dec 04

Archive APA PsycInfo®

Loc. in Archive 2094643909; 2018-16003-001

URL https://www.proquest.com/scholarly-journals/whole-system-approaches-improving-

health/docview/2094643909/se-2

Extra Publisher: Public Library of Science

Volume 12

Pages 26

Publication PLoS ONE

DOI 10.1371/journal.pone.0188418

Issue 12

Date Added 07/06/2022, 15:09:25

Attachments

Attachment

Workplace health promotion and labour market performance of employees

Type Journal Article
Author Martin Huber
Author Michael Lechner
Author Conny Wunsch
Abstract This paper investigates the average effects of firm-provided workplace health promotion measures on labour market outcomes of the firms' employees. Exploiting linked employer-employee panel data that consist of rich survey-based and administrative information on firms, workers and regions, we apply a flexible propensity score matching approach that controls for selection on observables and time-constant unobserved factors. While the effects of analysing sickness absenteeism appear to be rather limited, our results suggest that health circles/courses increase tenure and job stability across various age groups. A key finding is that health circles/courses strengthen the labour force attachment of elderly employees (51-60), implying potential cost savings for public transfer schemes such as unemployment insurance or early retirement schemes. [Abstract]
Date 2015
Extra Publisher: 2015

Workplace interventions that aim to improve employee health and well-being in male-dominated industries: a systematic review

Type	Journal Article
Author	Paige M Hulls
Author	Rebecca C Richmond
Author	Richard M Martin
Author	Yanaina Chavez-Ugalde
Author	Frank de Vocht

Abstract The published evidence on whether workplace health and well-b eing interventions are as effective in male- dominated industries compared with mixed- gender environments has not been synthesised. We performed a systematic review of workplace
interventions aimed at improving employee health and well-b eing in male- dominated industries. We searched Web of Knowledge, PubMed, Medline, Cochrane Database and Web of Science for articles describing workplace interventions in male-d ominated industries that address employee health and well-b eing. The primary outcome was to determine the effectiveness of the intervention and the process evaluation
(intervention delivery and adherence). To assess the quality of evidence, Cochrane Collaboration's Risk of Bias Tool was used. Due to the heterogeneity of reported outcomes, meta-a nalysis was performed for only some outcomes and a narrative synthesis with albatross plots was presented. After full-t ext screening, 35 studies met the eligibility criteria. Thirty-tw o studies delivered the intervention face-to- face, while two were delivered via internet and one using postal mail. Intervention adherence ranged from 50% to 97%, dependent on mode of delivery and industry. 17 studies were considered low risk of bias. Albatross plots indicated some evidence of positive associations, particularly for interventions focusing on musculoskeletal disorders. There was little evidence of intervention effect on body mass index and systolic or diastolic blood pressure. Limited to moderate evidence of beneficial effects was found for workplace health and well-b eing interventions conducted within male-dominated industries. Such interventions in the workplace can be effective, despite a different culture in male-d ominated compared with mixed industries, but are dependent on delivery, industry and outcome. CRD42019161283.

Attachments

Workplace-based interventions to promote healthy lifestyles in the NHS workforce: a rapid scoping and evidence map

Type Journal Article

Author Gary Raine

Author Sian Thomas

Author Mark Rodgers

Author Kath Wright

Author Alison Eastwood

Abstract BACKGROUND: The health and well-being of staff working in the NHS is a significant issue for UK health care. We sought to identify research relevant to the promotion of healthy lifestyles among NHS staff on behalf of NHS England. OBJECTIVES: To map existing reviews on workplace-based interventions to promote health and well-being, and to assess the scope for further evidence synthesis work. DESIGN: Rapid and responsive scoping search and evidence map. PARTICIPANTS: Adult employees in any occupational setting and in any role. INTERVENTIONS: Any intervention aimed at promoting or maintaining physical or mental health and well-being. Early intervention initiatives and those addressing violence against staff, workplace bullying or harassment were also included. MAIN OUTCOME MEASURES: Any outcome related to the effectiveness, cost-effectiveness or implementation of interventions. DATA SOURCES: A scoping search of nine databases was conducted to identify systematic reviews on health and well-being at work. Searches were limited by publication date (2000 to January/February 2019). REVIEW METHODS: The titles and abstracts of over 8241 records were screened and a total of 408 potentially relevant publications were identified. Information on key characteristics were extracted from the titles and abstracts of all potentially relevant publications. Descriptive statistics (counts and percentages) for key characteristics were generated and data from reviews and 'reviews of reviews'

were used to produce the evidence map. RESULTS: Evidence related to a broad range of physical and mental health issues was identified across twelve 'reviews of reviews' and 312 other reviews, including 16 Cochrane reviews. There also exists National Institute for Health and Care Excellence guidance addressing multiple issues of potential relevance. A large number of reviews focused on mental health, changing lifestyle behaviour, such as physical activity, or on general workplace health/health promotion. Most of the reviews that focused only on health-care staff addressed mental health issues, and stress/burnout in particular. LIMITATIONS: The scoping search process was extensive and clearly effective at identifying relevant publications, but the strategy used may not have identified every potentially relevant review. Owing to the large number of potentially relevant reviews identified from the scoping search, it was necessary to produce the evidence map using information from the titles and abstracts of reviews only. CONCLUSIONS: It is doubtful that further evidence synthesis work at this stage would generate substantial new knowledge, particularly within the context of the NHS Health and Wellbeing Framework[NHS England. Workforce Health and Wellbeing Framework. 2018. URL: www.nhsemployers.org/-/media/Employers/Publications/Health-and-wellbeing/NHS-Workforce-HWB-Framework_updated-July-18.pdf (accessed 10 January 2019)] published in 2018. Additional synthesis work may be useful if it addressed an identifiable need and it was possible to identify one of the following: (1) a specific and focused research question arising from the current evidence map; it may then be appropriate to focus on a smaller number of reviews only, and provide a more thorough and critical assessment of the available evidence; and (2) a specific gap in the literature (i.e. an issue not already addressed by existing reviews or guidance); it may then be possible to undertake further literature searching and conduct a new evidence review. FUNDING: This project was funded by the National Institute for Health Research (NIHR) Health Services and Delivery Research programme. [Abstract]

Date 2020

Extra Publisher: 2020

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Publication Health Services and Delivery Research

Issue 18

ISSN 2050-4349, 20504357

Date Added 13/06/2022, 11:14:03

Attachments

Attachment

Briefing5a_Workplace_interventions_health_inequalities.pdf

Type Attachment
URL https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/355773/Briefing5a_Workplace_interventions_health
Accessed 07/06/2022, 15:58:31
Date Added 07/06/2022, 15:58:31

Creating Longer & More Fulfilling Working Lives | Reports

Type Web Page
Abstract Discover what employers are doing to support older workers in the Czech Republic, Denmark, France, Germany and the UK with this investigative report from the CIPD.
URL https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/creating-longer-working-lives-report
Accessed 01/06/2022, 12:10:06
Website Title CIPD
Date Added 01/06/2022, 12:10:06
Attachments

Snapshot

Financial wellbeing: an evidence review

Type Web Page
Abstract Our evidence review explores the factors affecting employee financial wellbeing, underscores why financial health should be part of every wellbeing strategy, and outlines what employers can do to help.
URL https://www.cipd.co.uk/knowledge/culture/well-being/evidence-financial-wellbeing
Accessed 01/06/2022, 12:07:36
Website Title CIPD
Date Added 01/06/2022, 12:07:36
Attachments

Snapshot

Five principles for workplace activities to improve wellbeing

Type Web Page
URL https://whatworkswellbeing.org/resources/five-principles-to-improve-workplace-wellbeing/ **Accessed** 01/06/2022, 13:57:21
Website Title What Works Wellbeing
Date Added 01/06/2022, 13:57:21

Guidance for better workplace wellbeing

Type Journal Article
Editor What Works Centre for Wellbeing
Abstract This online guidance helps you plan, and carry out, evidence-informed programmes and activities to improve wellbeing in the workplace.
Date 2020
Extra Publisher: London: What Works Centre for Wellbeing, 2020
Date Added 13/06/2022, 11:14:03
Attachments

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Health and Wellbeing Interventions in Healthcare

Type Journal Article
Author Zofia Bajorek
Author Jenny Holmes
Library Catalog Zotero
URL https://www.employment-studies.co.uk/system/files/resources/files/556.pdf

Pages 27

Date Added 07/06/2022, 15:59:44

Attachments

Bajorek and Holmes - Health and Wellbeing Interventions in Healthcare.pdf

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Health at Work - Economic evidence report for workplace health

Type Web Page

Abstract Find out how your business could benefit from investing in workplace health and use our business case resources to support you in your role.

URL https://www.bhf.org.uk/informationsupport/publications/health-at-work/health-at-work---economic-evidence-report

Accessed 06/06/2022, 12:26:44

Date Added 06/06/2022, 12:26:44

Attachments

Snapshot

Increasing employment opportunities and improving workplace health

Type Journal Article

Editor Public Health England

Date 2014

URL https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/356064/Review5_Employment_health_inequalities.p

Extra Publisher: London ; PHE, 2014

Date Added 13/06/2022, 11:14:03

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marmot-review_opt.pdf

Type Attachment

URL https://group.legalandgeneral.com/media/f5ikkdco/marmot-review_opt.pdf **Accessed** 06/06/2022, 14:49:59

Date Added 06/06/2022, 14:49:59

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mas0818_Money_Advice_Service_What_Works_Fund-IES_final_project_evaluation_report.pdf

Type Attachment

URL https://www.employment-studies.co.uk/system/files/resources/files/mas0818_Money_Advice_Service_What_Works_FundIES_final_project_evaluation_report.pdf

Accessed 01/06/2022, 12:18:18

Date Added 01/06/2022, 12:18:18

Mental health and wellbeing in the workplace: A practical guide for employers and employees

Type Book

Author Gill Hasson

Author Donna Butler

Abstract Adults in employment spend a large proportion of their time at work, so our jobs and workplaces can have a big impact on our physical and mental health and wellbeing. There is clear evidence that good work improves health and wellbeing across people's lives, both in terms of quality of life and economically. This entails working in an environment that is safe, as well as having a sense of security, autonomy, control, good line management and good communication. However, for some people, work can also be a cause of stress and anxiety and alongside life's challenges, people's circumstances and experiences can further compound problems, which can lead to experiencing common mental health problems. This puts further strain on individuals and those they care for and about. This book provides resources to empower employers and their staff to plan ahead for the near and long-term future, on everything to do with promoting good mental health in the workplace. It highlights a variety of practical steps that can be taken intertwined with stories and case studies. The themes that run throughout are the importance of open, supportive communication and of training and education for employers, management and staff. Wellbeing and good mental health are not only good for the individual and their ability to thrive and enjoy their work, but it is also vital for the prosperity and productivity of their organisation, a veritable win:win for everyone. (PsycInfo Database Record (c) 2022 APA, all rights reserved) (Source: chapter)

Date 2020
Archive APA PsycInfo®
Loc. in Archive 2623907243; 2020-20211-000
URL https://www.proquest.com/books/mental-health-wellbeing-workplace-practical-guide/docview/2623907243/se-2?accountid=47749
Extra Pages: Chapter xviii, 237 Pages Publication Title: Mental health and wellbeing in the workplace: A practical guide for employers and employees
Publisher Capstone/John Wiley & Sons Ltd, Chichester, WSX
# of Pages 237
Date Added 07/06/2022, 15:09:24

Mental wellbeing and digital work: an evidence review: Evidence Summary

Type Journal Article
Library Catalog Zotero
Pages 17
Date Added 06/06/2022, 14:03:46

Attachments

Mental wellbeing and digital work an evidence rev.pdf

MIND-Workplace-Wellbeing-Index-2016-17.pdf

Type Attachment
URL https://ajmh.co.uk/wp-content/uploads/2018/07/MIND-Workplace-Wellbeing-Index-2016-17.pdf
Accessed 06/06/2022, 15:27:07
Date Added 06/06/2022, 15:27:07

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mp113_0.pdf

Type Attachment
URL https://www.employment-studies.co.uk/system/files/resources/files/mp113_0.pdf **Accessed** 01/06/2022, 12:11:33
Date Added 01/06/2022, 12:11:33

Overview | Mental wellbeing at work | Guidance | NICE

Type Web Page
Abstract This guideline covers how to create the right conditions for mental wellbeing at work. It aims to promote a supportive and inclusive work environment, including training and support for managers and helping people who have or are at risk of poor mental health **URL** https://www.nice.org.uk/guidance/ng212
Accessed 01/06/2022, 10:32:32
Extra Publisher: NICE
Date Added 01/06/2022, 10:32:32

Attachments

Snapshot

Promising practices for health and wellbeing at work: A review of the evidence landscape | RAND

Type Web Page

URL https://www.rand.org/pubs/research_reports/RR2409.html

Accessed 01/06/2022, 11:33:10

Date Added 01/06/2022, 11:33:10

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Promising practices for health and wellbeing at work: A review of the evidence landscape | RAND

Putting science to work - Understanding what works for workplace mental health

Type Journal Article

Library Catalog Zotero

Pages 30

Date Added 01/06/2022, 14:30:13

Attachments

Putting science to work - Understanding what works.pdf

Recommendations | Workplace health: management practices | Guidance | NICE

Type Web Page

Abstract This guideline covers how to improve the health and wellbeing of employees, with a focus on organisational culture and the role of line managers

URL https://www.nice.org.uk/guidance/ng13/chapter/Recommendations#participation-and-trust

Accessed 01/06/2022, 10:35:19

Extra Publisher: NICE

Date Added 01/06/2022, 10:35:19

Attachments

Snapshot

Research and evaluation

Type Web Page

URL https://www.mind.org.uk/news-campaigns/campaigns/blue-light-programme/blue-light-resources/research-and-evaluation/

Accessed 01/06/2022, 12:16:58

Date Added 01/06/2022, 12:16:58

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Snapshot

Review5_Employment_health_inequalities.pdf

Type Attachment

URL https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/356064/Review5_Employment_health_inequalities.p

Accessed 01/06/2022, 09:57:42

Date Added 01/06/2022, 09:57:42

What do we know about the effectiveness of workplace mental health interventions?

Type Journal Article

Author Rachel Hesketh

Author Lucy Strang

Author Alexandra Pollitt

Author Benedict Wilkinson

Library Catalog Zotero

Pages 35

Attachments

Hesketh et al. - What do we know about the effectiveness of workpla.pdf

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What Works for Supporting Employee Mental Health? (video)

Abstract Despite growing interest and investment, there is still so much we do not know about what works for supporting employee mental health. Our Business Leaders' Council discussed the findings from new Wellcome Trust research into this.
Attachments

Snapshot

Workplace wellbeing programmes and their impact on employees and their employing organisations: A scoping review of the evidence base

Author Pinilla Roncancio
Abstract This report constitutes a scoping literature review that identifies and critically examines the evidence base surrounding health and wellbeing programmes conducted in the workplace and their impact on employees and their employing organisations. The review drew on a broad range of sources covering multiple sectors. However, the report additionally highlights evidence that relates specifically to the retail and construction industries. The review offers an analysis of the current evidence base and discusses the implications of implementing different types of workplace health and wellbeing schemes. Some recommendations for supporting and promoting the health and wellbeing of employees in organisations are made on the basis of this review and, where gaps in knowledge are identified, recommendations for further research are made.

Attachments

Roncancio - Workplace wellbeing programmes and their impact on.pdf

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workplace-wellbeing-briefing-June2020.pdf