



Bekki Ford *Safety Health and Environment Advisor*

What did the organisation believe staff wanted/needed?

What did staff believe they wanted/needed?

Are there any commonalities – ‘quick wins’?

Areas for negotiation?



Opportunities and Motivation

Opportunities:

- **Interactions with colleagues**
- **Meeting structures**
- **Principal Officer visits**

Motivation to engage:

- **What are my own motivations?**
- **What are staff motivations?**
- **What are the organisation's motivations?**



Lancashire Fire
and Rescue Service

Workplace Wellbeing Toolbox Talks

- **Health and Wellbeing resources overview**
- **Musculoskeletal Injury Prevention**
- **Suicide Awareness/Prevention**
- **Personal Resilience**
- **General Wellbeing Chats**
- **Wellbeing Support Dogs**



Being authentic communicating with colleagues

Providing a range of support resources

Being mindful of language/terminology used

**Empowering colleagues to try coping strategies
before they need them**

Don't be afraid to repeat your messages



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Wellbeing Engagement



Organisation

Provide support services

Commit to creating & promoting a stigma free culture

Give clear organisational direction

encourage



Management

Take an interest in the wellbeing of your staff

Set SMART objectives & provide feedback

Consistently apply organisational policies

engage



Employees

Engage with support services/training provided

Build and maintain your own personal resilience

Actively participate in peer support

empower

Holistic Wellbeing Approach (Ford, 2019)