

Wellness in the workplace: how health initiatives can boost staff productivity

The clock ticks to 5pm and, officially, your working day is over. What's your next move? Are you frantically cramming for tomorrow's big presentation, or rounding up your team for your weekly exercise class? As an entrepreneur, you might think of the former as more beneficial to business — every minute of the day can be invested in bettering your company and there is always a new task to tackle. But failing to take time out for exercise and relaxation puts you and your team at risk of high stress levels, which in turn affects productivity. In the UK, 11.3 million days of work were lost in 2013-2014 due to stress, depression or anxiety — an average of 23 days per person.

Exercise and a balanced diet are proved efficient against everyday strains. The better your team are looking after themselves, the fewer working hours will be lost. So how can you encourage your staff to exercise, or eat a healthy lunch away from their desk, over an extra hour of work? Some small business owners find that offering free fitness initiatives is effective. Williamson is a fitness enthusiast and was keen to share her pastime with her staff, so she brought in the "Swoon Sweater" — a free weekly fitness session in a nearby park after work. Williamson's initiative has been a hit, with most of the firm's 58 staff getting involved on a regular basis. Alongside the Swoon Sweater, all the company's employees are offered free gym membership. This is a substantial commitment for a small company — it costs Swoon £10,000 per year — but Williamson thinks it's a good investment. "It offers the team opportunities to mix outside the workplace, so the engineering team gets to hang out with the care team, for example, and this contributes significantly to morale. I would definitely recommend other businesses consider a similar initiative."

While initiatives such as Swoon's are designed to support healthy habits, there's a slight difference between encouraging staff wellbeing and adding pressure to what is already expected from them at work.

One way to measure activity levels is with wearable technology. Jane Michell, founder of the fitness and weight loss programme Jane Plan, has given out Fitbits, fitness trackers worn on the wrist, to all her staff. Michell's team, all women and mostly under 30, have adopted the idea with enthusiasm, and Michell has also encouraged them to walk to work. Even though activity trackers may work in teams of a similar fitness level, for those less used to exercise the devices could add to the pressures of workplace performance.

Implementing wellbeing initiatives in your workplace, and doing it effectively, is about balance and adapting activities to the interests of your staff. Provided you get this right, you can improve productivity levels and staff attitudes towards your business — in a 2013 survey by Mind, 60% of workers said they'd feel more motivated if their employer took action to support their mental wellbeing. To sum up, the best approach to encouraging wellness in the workplace is letting the individual choose for themselves. Staff should talk to their employers about how important health is to them — encourage them to open up conversations.

adapted from *www.theguardian.com*, 28 August 2015

BREVET DE TECHNICIEN SUPÉRIEUR ASSISTANT DE GESTION PME PMI		SESSION 2016
Anglais	16APLVE-ANG-P	Page 2 sur 3

A-Compréhension de l'écrit (10 points)

Vous rédigerez **en français** un compte rendu de ce document en 180 mots (+/- 10%). Vous indiquerez **obligatoirement** le nombre de mots utilisés.

B- Expression écrite (10 points)

Vous êtes Kim Robins, assistant de gestion de NETO (kimrobins@NETOmail.co.uk). Vous rédigerez **en anglais** un courriel à John Duncan, PDG de votre entreprise (johnduncan@NETOmail.co.uk) pour proposer la mise en place d'une politique sportive à destination des employés.

- Vous annoncerez les innovations proposées pour la mise en place de cette politique (abonnement gratuit à un club de sport, intervention d'un coach au sein de l'entreprise une fois par semaine) ;
- Vous expliquerez les raisons de ces innovations (trop de congés maladie dus au stress et à la sédentarité, manque de productivité...);
- Vous expliquerez les bienfaits recherchés (deux exemples tirés du texte) ;
- Vous expliquerez que l'image de l'entreprise en bénéficiera en dépit du coût ;
- Vous remercerez John Duncan de bien vouloir prendre en considération votre suggestion.

Formules et présentation d'usage.

BREVET DE TECHNICIEN SUPÉRIEUR ASSISTANT DE GESTION PME PMI		SESSION 2016
Anglais	16APLVE-ANG-P	Page 3 sur 3