Health & Well-being at Cardiff Metropolitan University – the EmWell Project
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Cardiff Metropolitan University
Today

- Towards a Health Promoting University – the Cardiff Met experience.
About Cardiff Met

• 3 Academic and 1 Residential Campus
• Academic schools in Health Sciences, Sport, Management, Education and Art & Design
• 10,000+ full and part time students
• 1300 permanent staff
• High number of visitors using sports facilities, public art exhibitions, health clinics and conference suites
The Journey Begins……

• 2003 Health & Safety and Occupational Health became fully integrated into an Occupational Health, Safety & Well-being service

• 2006 - 2008 Health & Well-being Working Group established – feasibility study (seeds sewn for EmWell project)

• 2008 – Health & Well-being included as a key element of Corporate HR Strategy
2008 - Steering Group Established

– Utilise academic expertise and facilities

The EmWell Group

Academic/research and other staff with knowledge and expertise in wide range of health & well-being areas

– Health Sciences, Psychology, Sport & Exercise, Nutrition, Well-being in Education, Art Therapy, Complementary Therapies, Occupational Health, Engagement, Business & Management, Sustainability, etc….
Health & Well-being Strategic Aims

“to improve organisational performance through encouraging a healthier and more engaged workforce and developing Cardiff Met’s reputation for being a healthy and sustainable university”
Strategic Goals

• Provide mechanisms and support for employees to make informed healthier lifestyle changes, and develop health & well-being provision at Cardiff Met through the utilisation of existing academic expertise
Employee Status

‘Productive’

‘Present’

‘Absent’

Well

Discomfort

Sick

‘FOCUS’

‘Target Range’

Performance Indicator
Employee Status

‘Productive’

‘Present’

‘Absent’

Well
Discomfort
Sick

Performance Indicator

Well Health & Well-being Strategy

Cardiff Metropolitan University

Prifysgol Metropolitan Caerdydd

Staff Health & Well-being

Working Together for Healthy Minds and Bodies

Gweithio Gyda’n Gilydd i gael Cyrff a Meddyliau Iach
EmWell Group

Informing, Advising and Evaluating Health & Well-being interventions

- The Corporate Health Standards
- Sickness Absence Statistics
- Staff Health & Well-being Survey
Corporate Health Standards

• Achieved ‘Gold’ award following December 2011 assessment

• Report highlighted particular strengths in satisfying ‘Core Components’ of the Corporate Health Standard and in “totally embedding health, safety & well-being into organisational practice”

• Corporate Health Standard has provided an independent validation of quality of university’s standard of health & well-being provision
Sickness Absence

![Sickness Absence Chart]

- General Illness
- Work Injury
- Stress
- MSD
- Respiratory
- Skin

Cardiff Metropolitan University

Prifysgol Metropolitan Caerdydd
Staff Survey

• Biennial Survey since 2010

• Analysis suggests improvements in engagement, general health and stress management
Potential Barriers

• **Staff** - perceived as tokenism, “another badge for the wall”

• **Trades Union** - “is this really about improving staff health & well-being or is it more about squeezing further staff effort and bullying people back to work?”

• **Management** - “something soft and fluffy and a waste of time and money in these challenging times”
Future Developments

• Continue to Utilise the expertise of the University’s Well-being Research Group - EmWell

• Encourage the sustainability and continued growth of health & well-being in the workplace through further collaborative research

• Extend focus towards a ‘Healthy University’ approach to capture the whole University community.