



### Reducing Burnout

We're fast approaching our second summer during a global pandemic and it is evident that people are feeling the effects.

Many of those who have worked through the pandemic are needing a break after the exhausting past year.

A recent study by Limeade revealed that 72% of people reported feeling burned out compared to 42% in October 2019.

Companies that don't address burnout face losing their people. According to new research carried out by Eagle Hill Consulting, 1 in 4 of US employees plan to leave their organisation post-pandemic.

This number is even higher in Millennials and people with young children. Burnout was the main reason employees gave for wanting to quit their job. It was found that employees experiencing burnout are four times more likely to say they plan to leave their organisations.

One of the most effective and important ways that employees can reduce burnout is by taking time off. Regardless of whether the employee travels abroad or opts for a "staycation", taking time off work has been found to reduce stress, promote work-life balance and improve productivity.

It's the perfect opportunity to step away from the responsibilities at work and recharge the batteries which is vital for improving physical and mental wellbeing.

This means that when people come back into work following time off, they often do so with renewed enthusiasm and energy.

It has been reported that there has been a significant decrease in people taking time off during the pandemic for a number of reasons. As an employer, it is important (and very beneficial) to encourage your team to take time off to rest and recharge.

Prevention is always better than cure. To promote and maintain a healthy, happy, productive team of people, it is important to be aware of the risk of burnout and to look at ways to reduce the risk.



### Mental Health First Aider Course Review from Lianne

Through this free course I gained a much better understanding of the different types of mental illness that people face on a daily basis.

It has also made me aware of possible triggers and has shown me how I can best support someone in need.

I really think it would be beneficial for all companies to have someone who has completed a mental health first aid course and this one was a really good starting point.

<https://freecoursesinengland.co.uk/mental-health-first-aid-mental-health-advocacy-in-the-workplace>

The course is free, there is tutor available for support and it is completed online.

The course is completed in your own time, resource lists are given and it is verified once you complete and submit it.



## Inclusion and Diversity

Most organisations are keen to promote a diverse and inclusive culture, but how they do it is important for everyone in the organisation to be fully committed.

Apex HR believe that to demonstrate a true diverse and inclusive culture, it should start with inclusion and then recognising diversity. By embedding inclusivity of a diverse workforce into everyday work will seem a natural thing to do and it is not seen as a token should do.

Organisations that naturally encourage inclusivity of a diverse workforce are far more likely to be successful and become a competitive leader in the business and labour markets.

A diverse workforce means having a team of people whose skills, talents and experience can result in shared success. It is about seeing the individual first and what they can bring to the organisation. It is not about their religion, their ethnic origin, parent/carer, young inexperienced, retirement age, gender or gender preference, sexuality or disability. It is about the individual skills and talents of that human being that can add value to a team and business success, but most of all have the opportunity to do their best work without judgement.

All too often the unconscious bias of individuals prevents inclusion of people with diverse backgrounds because the subconscious mind gravitates towards familiarity or similar characteristic of oneself.

For organisations to be successful in inclusion and diversity it is important to raise awareness and embed as part of everyday working culture, resulting in changing mindsets being more curious about diverse backgrounds and exploring what is unfamiliar to them.

We have a diverse team here at Apex, including diverse ages; single parents; people with families; people without children.

Our team works with the skills and expertise they all demonstrate and most of all regardless of the diversity in the team, we are all inclusive in the work we do and the success we have.

The Apex team are passionate about seeing the person first and getting to know individuals as they are.

We would love to chat further on creating inclusive and diverse workforces, exploring the challenges organisations face and the misunderstandings with inclusion and diversity.

## The True Cost Of Employee Absences

Typically, an employee takes 6.4 days off sick each year. The larger the business the higher the sickness rate. The average cost per employee worked out to be £568.

Data gathered end of 2019 by XpertHR, from 242,314 employees within 146 different organisations

If anyone does a similar piece of research for 2020 it is probable that the figures will be vastly different because of the pandemic. Given the above, and the cost of the pandemic, are team absences something we could focus on to help reduce bottom line costs in 2021?

Here are some initial thoughts, we are of course happy to support with any of the below across your teams.

## Improving Health and Wellbeing

- Focus on consistent communication, acceptance and recognition – short one to one check in's are great for this
- Set company health and safety standards that are above legal requirement
- Are there any affordable ergonomic changes to workspaces that could be made?
- Could someone be trained as a mental health first aider to support the team – free courses available
- Offer support for cessation of smoking
- Could you offer childcare vouchers scheme?

## Be Proactive When Someone Is Absent

- Always have a return to work conversation, these really do deter non genuine sickness absences
- Be consistent with checking in when people are off sick
- Have the conversations that are needed when they are needed, don't put them off

Speak to us we are here to support.

Absence and sickness can be really challenging to deal with, we are here to advise and support you. There are very few situations where there are zero options that we can talk through with you.

## Connect and engage with us on social media

