



PHYSICAL WELLBEING CHECKLIST

Ensuring your employee has a great working environment contributes to their physical wellbeing and helps reduce absence to boost your overall productivity. There is plenty an employer can do to support your employee's physical wellbeing.

Here is your physical wellbeing checklist:

- 1. Encourage healthy eating:** If you have in-house catering, ensure that there are healthy options available. You can also share advice through your internal communications on healthy meal ideas and quick and easy cooking for those who struggle with time.
- 2. Promote a work-life balance:** Maintain a healthy culture around timekeeping and breaks. Make sure employees are taking full use of their lunch breaks to reduce stress, ideally with time outside.
- 3. Encourage walking meetings:** Like a traditional meeting, it serves as a time to collaborate and discuss but with the bonus of getting extra steps in.
- 4. Support fitness through memberships:** Support your employees' fitness by creating company sports clubs or offering gym memberships as part of your benefits programme to encourage exercise.
- 5. Offer facilities that promote good habits:** Offering bike sheds, maintenance areas and shower facilities encourage employees to integrate good habits in and around their workday, rather than against it.
- 6. Create fun incentives and challenges:** Team health challenges can motivate employees to commit and create long lasting behavioural changes to improve engagement and motivation.
- 7. Provide training for managers and employees on the signs of stress and fatigue:** Make sure your team can spot the early signs of undue stress or fatigue to prevent later health issues.
- 8. Offer a 24/7 GP Helpline:** Getting an appointment with a GP can be a nightmare and puts people off booking appointments. If you offer a 24/7 GP helpline as a benefit, it provides easier access to help when it's needed.

