

# Welcome from the Wellbeing Workgroup



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ESS



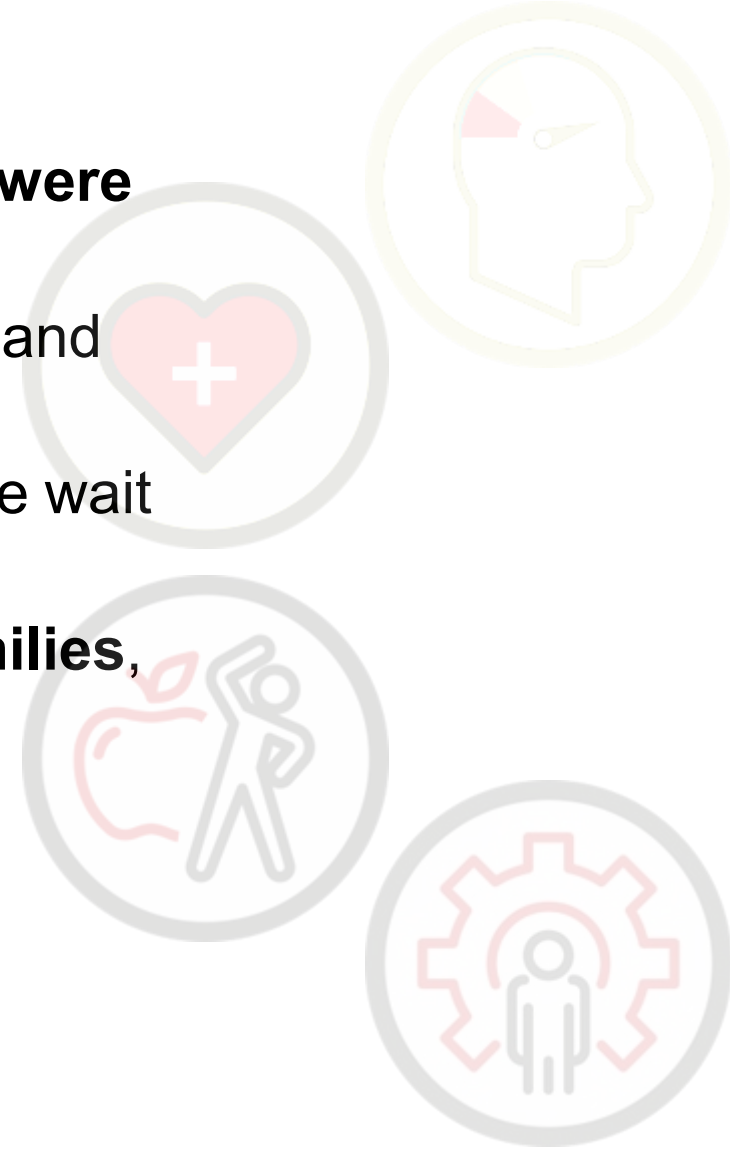
# Building Safety and Information



- ▲ No planned fire drills
- ▲ Fire exits
- ▲ Muster point
- ▲ Toilets

# What's the problem?

- ▲ The latest research shows that **35.2 million working days were lost** to work-related ill health in 2022/2023\*
- ▲ Of that number, almost **24 million** related to stress, anxiety and depression.\*
- ▲ People now longer wait times for treatment, with the average wait time in UK being **18 weeks from referral.\*\***
- ▲ The impact is multifaceted, impacting **individuals**, their **families**, and **employers**.



\*CIPD Wellbeing at Work Survey 2023 \*\*NHS.Gov

# Is there a particular need in the energy sector?

- ▲ This industry involves **high-stress** roles, **safety-critical environments**, **demanding schedules**, and often **challenging working conditions**, all of which can impact employees' health.
- ▲ Offshore energy and marine sectors experience **isolation** from supportive family and friends, and have reports of **unsatisfactory work and living spaces**.
- ▲ Traditionally it's been a **male-dominated** industry with higher **stigma** around asking for help with issues relating to both physical and mental health.
- ▲ There is a correlation between **accidents at work** and peoples' **state of mind**\*
- ▲ 40% of remote **rotational workers** were found to have experienced **suicidal thoughts**, while 29% met the benchmark for **clinical depression**.\*

\*Report published by the International SOS Foundation

# Wellbeing Workgroup



Step Change in Safety formed its WG in 2023 to look at wellbeing on a wider spectrum, with a view to learn about the varying aspects of wellbeing, how they influence each other, and what impact they have in the workplace.

The group aim is to provide tools to help our industry foster an environment that values health as much as safety. We want to remove the stigma, increase understanding and help people find support, and access resources tailored to their needs.

# Where do we start?

## Survey

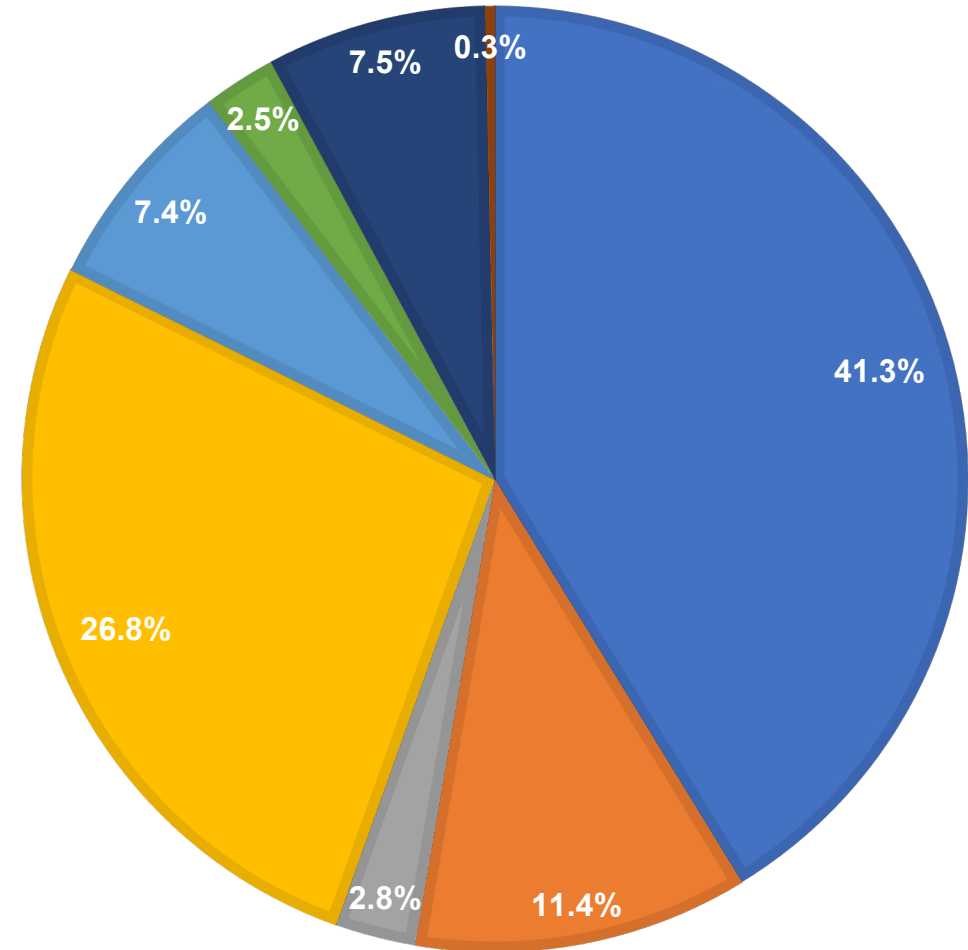
- Physical Health
- Nutrition & Lifestyle
- Work Environment
- Financial Wellbeing
- Purpose & Community
- Intellectual & Fulfilment
- Emotional & Mental Health



# Responses

- Oil & gas production
- Drilling/wells
- Other
- Marine/shipping
- Decommissioning
- Nuclear
- Renewables
- Logistics

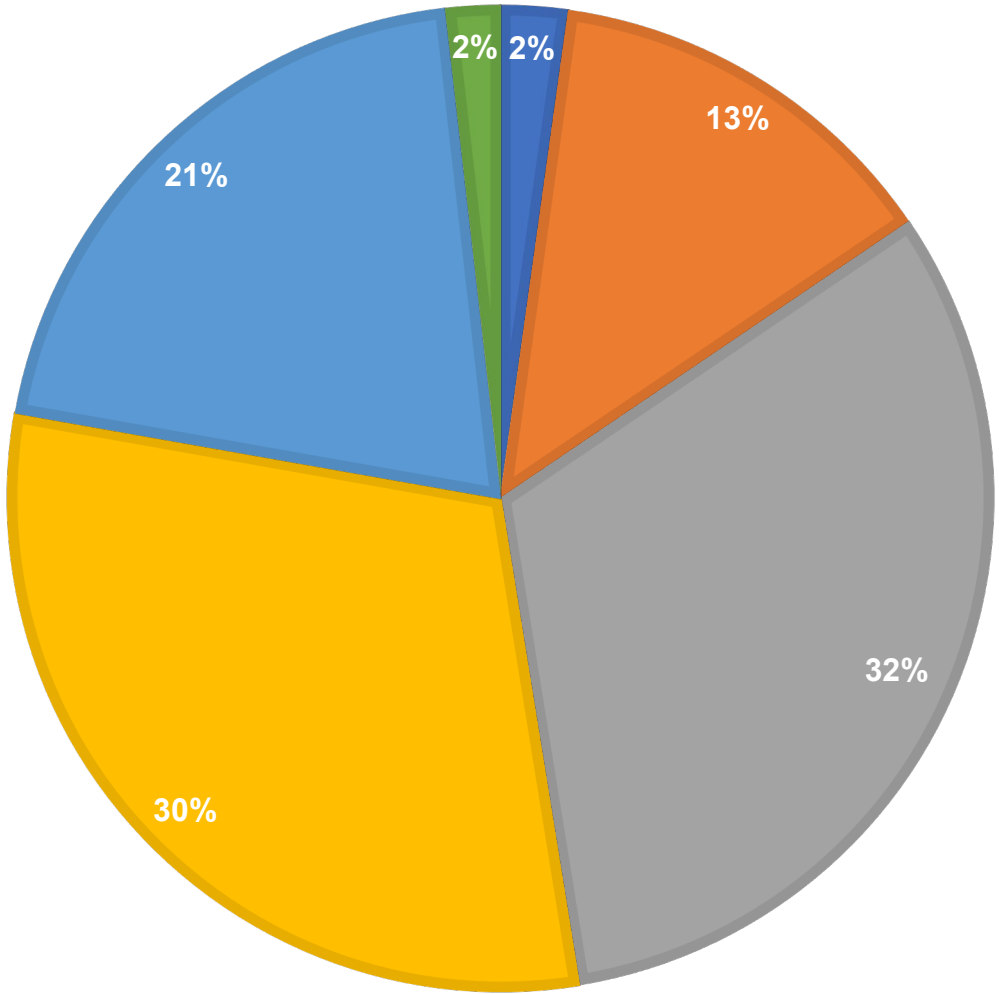
Total respondents	1315
O&G production	627
Drilling/wells	346
Marine/shipping	129
Decommissioning	60



# Age range

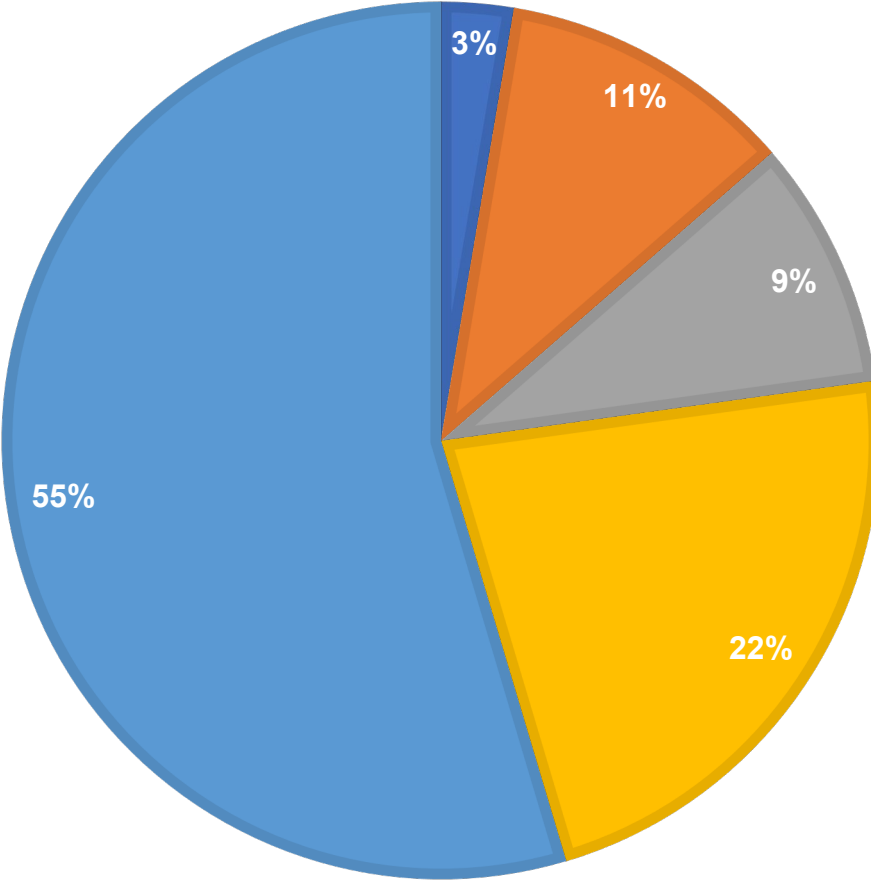


■ 16-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65+



# Time in Industry

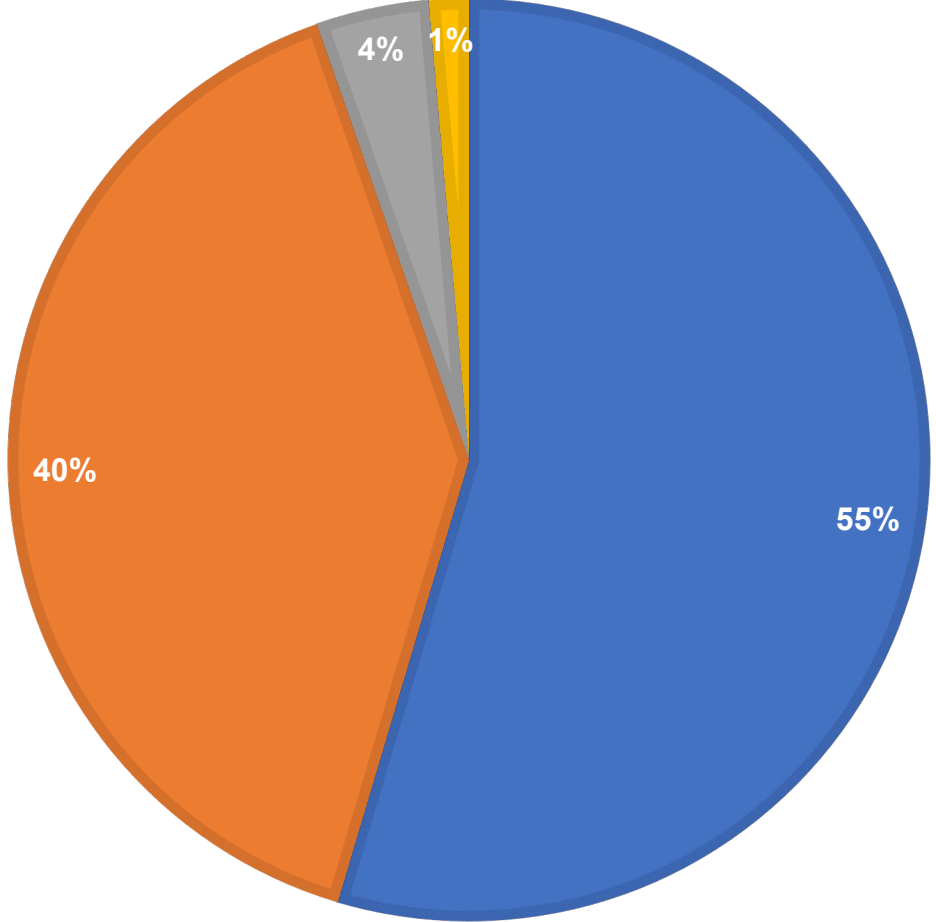
- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- More than 15 years



# Primary Work Location



■ Offshore   ■ Onshore office   ■ Onshore worksite   ■ Other



# Survey Returns



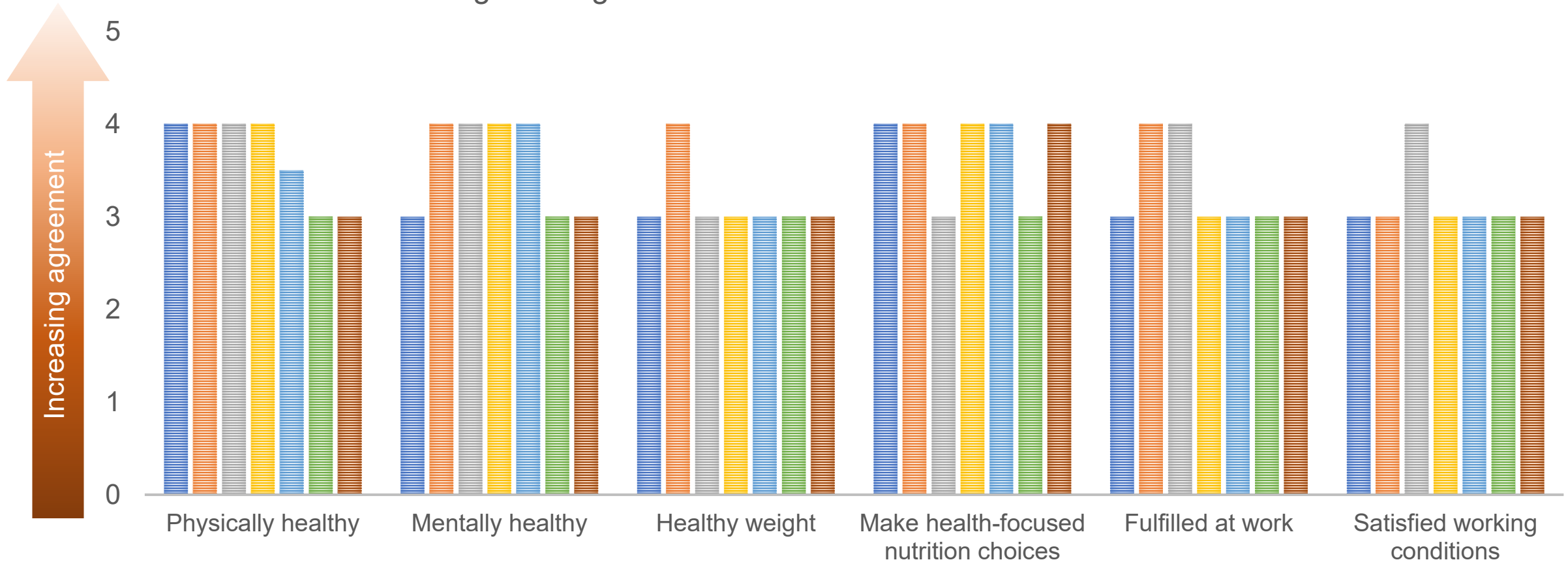
- Participants responded on a **5-point-Likert Scale**
- Higher score represented **greater agreement** with the statement



- Owing to the number of questions and low response rates, data is presented as **Medians**
- No comparisons to other similar populations can be made to determine how positive, negative, or typical the findings are

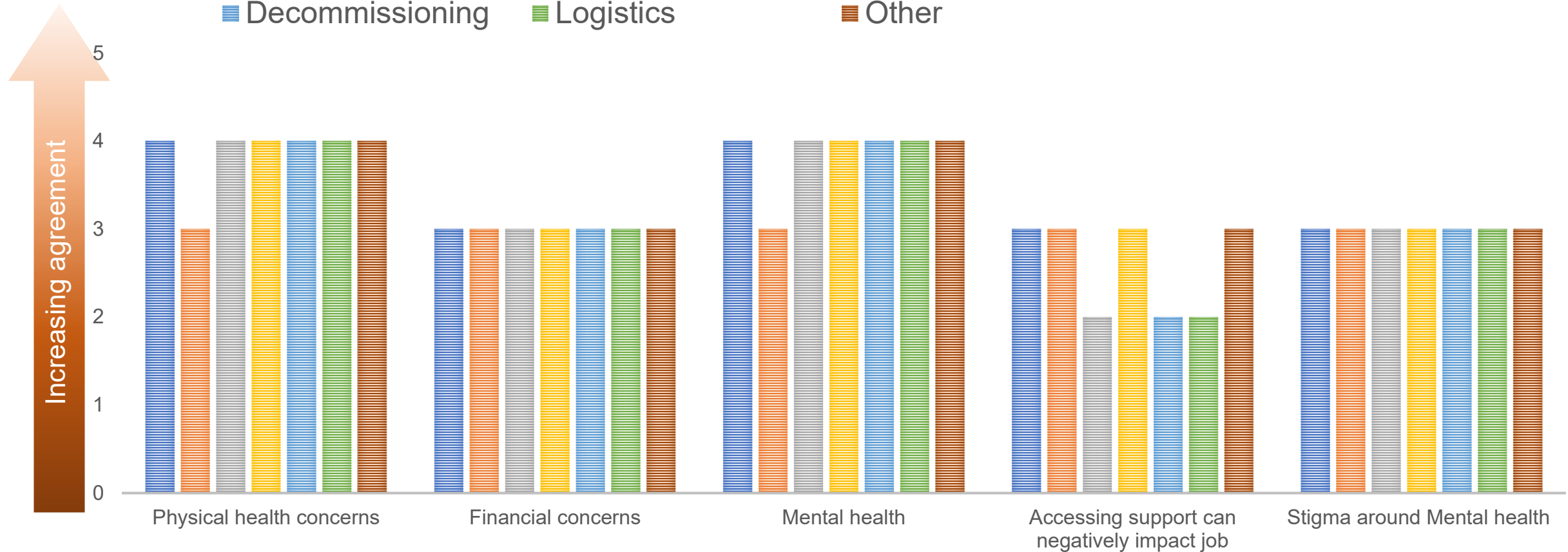
# General Health & Wellbeing

Oil & gas production Marine/ shipping Renewables Drilling/wells  
Decommissioning Logistics Other



# Awareness of Support

Oil & gas production Marine/ shipping Renewables Drilling/wells  
Decommissioning Logistics Other



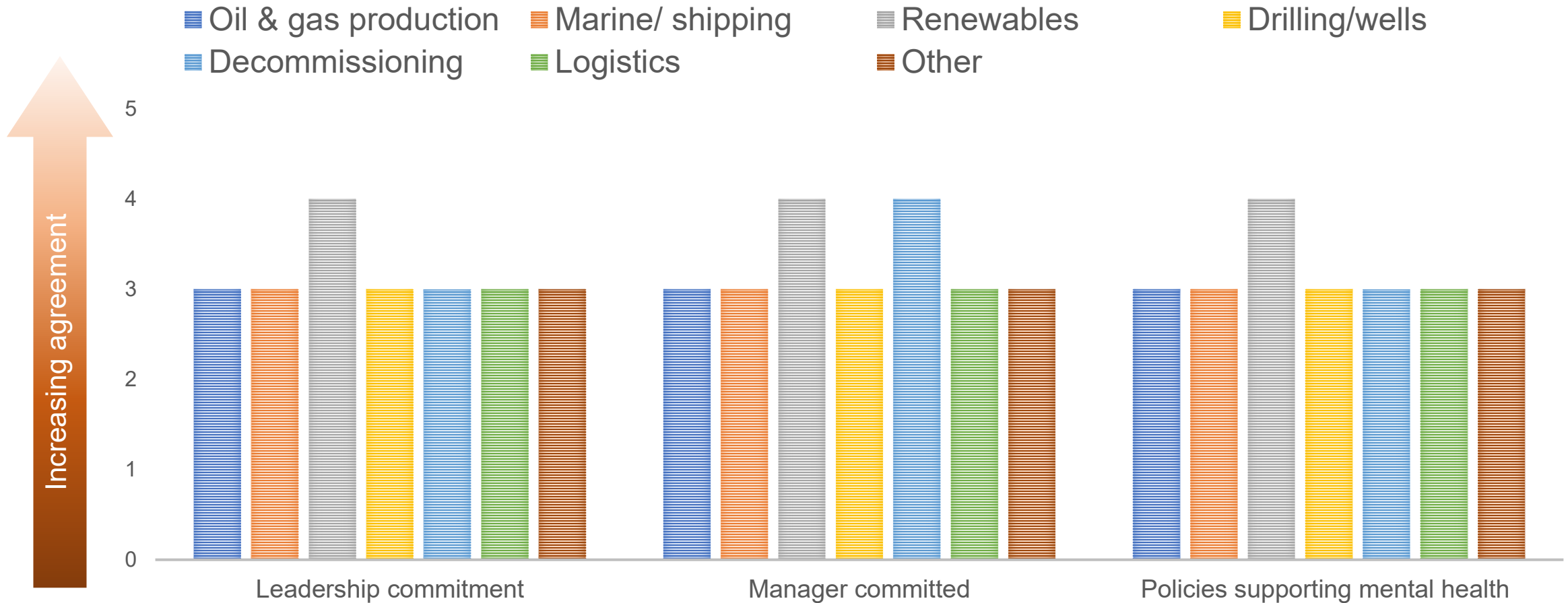
# Awareness of Support Summary

- **Marine/shipping** employees were far less likely to know where to access **mental health/wellbeing support**
  - In this sector, ~84% reported to work Offshore, which could impact the **accessibility of support**
- **Offshore, rotational shift and night shift workers were:**
  - Less certain how to **access support**
  - This is likely to be a significant **barrier to seeking support**
  - **Perceived stigma** around mental health was evident across all sectors. This is an **additional barrier** to seeking support

## Recommendations

- Wellbeing supports need to be **accessible to all workers** and fit in with **their work patterns** (e.g. night shifts, changing locations)
- Supports need to be **promoted to all individuals**, e.g. signposting new starts to supports, regular Education and Training for existing employees to **normalize mental health conversations**
- Provide **clear, accessible** and **anonymous resources**

# Organisational & Management Culture Towards Mental Health



# Organisational & Management Culture Towards Mental Health: Key Findings



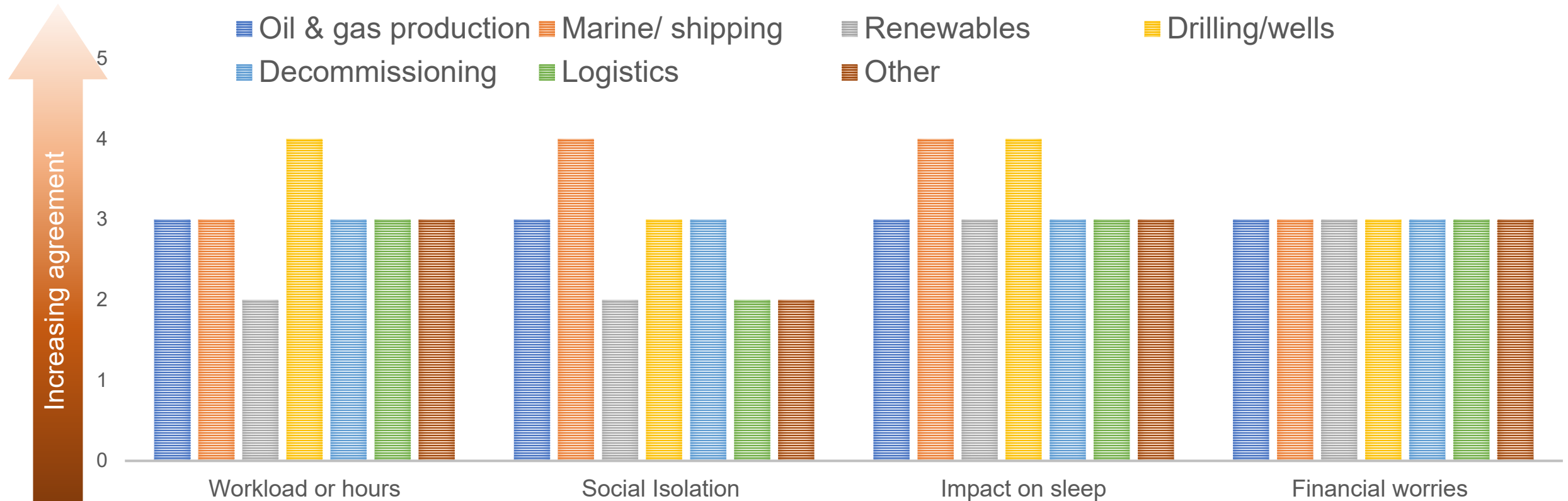
*“As a manager/supervisor, I feel equipped to have mental health-based conversations”*

- 763 individuals responded; **52.3% agreed** or strongly agreed
- Individuals in the **renewable sector** were most positive about organisational **supports and policies**
- **Offshore, rotational shift, and night shift workers** were less positive about organisational **supports and policies**

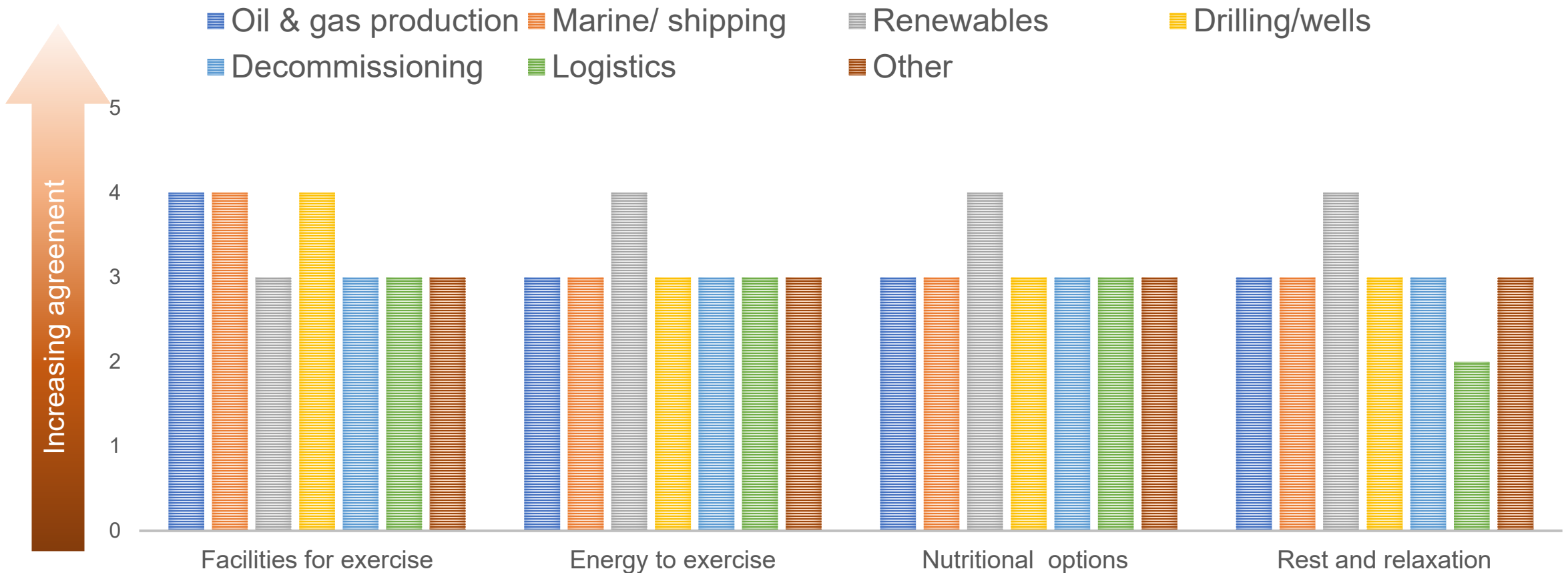
## Recommendations

- Ensure all managerial staff receive **relevant training around mental health and wellbeing**
- Ensure staff have access to the **same support and resources**, including access to a manager and at a time that aligns with their work pattern
- Develop **organisational policies** that will also benefit atypical staff (e.g. flexible/hybrid working, paid time-off, core hours, **mental health days**) as they perceive they benefit less from existing policies

# External Factors Impacting upon Mental Health



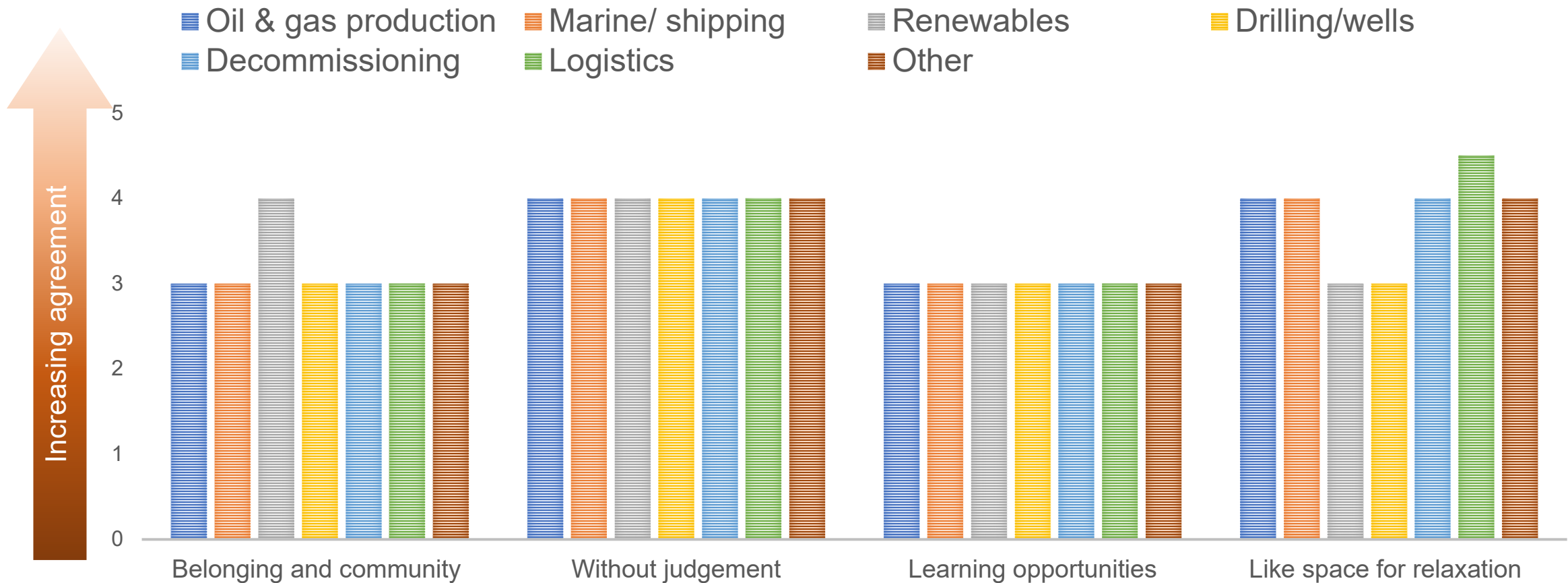
# External Factors Impacting upon Mental Health continued



# External Factors Impacting upon Mental Health

- ▲ Workers in **drilling/wells** were most likely to report that their **workload or hours** most impacted **negatively upon their health and wellbeing**
- ▲ **Marine/shipping** and **drilling/wells** workers reported the greatest impact to **sleep** because of their work
- ▲ Workers in **marine/shipping**, and to lesser extent in drilling/wells and decommissioning, reported that their job **isolated them from friends/family**
- ▲ **Offshore workers** reported their workload/hours had the greatest impacts on **their mental health**
- ▲ The **longer the time in industry**, the greater the job impacted **negatively on workers' health and wellbeing**
- ▲ Facilities for **exercise** varied depending upon the sector, with workers in **oil/gas, marine/shipping, and drilling/wells** being the **most positive**
- ▲ Workers in **Renewables** were the most positive in terms of having **energy to exercise**, having **healthy nutritional options** whilst at work, and **sufficient opportunities for rest/relaxation**
- ▲ Workers in logistics were the least likely to say they had **sufficient opportunities for rest/relaxation**

# Purpose and Community



# Purpose and Community: Key Findings



- Workers in **renewables** sectors had the greatest **sense of belonging and community** in their workplace
- All sectors felt **positive that they could be themselves without judgement**, particularly for 9-5 workers and day shift workers
- In all sectors and across work patterns, workers could benefit from having more **personal learning opportunities**, but especially in the sectors of renewables, and drilling/wells, and offshore and atypical shift workers
- Across work patterns there was **desire for a space for relaxation and personal time** and low rating of availability of **social activities and resources**, particularly for **offshore workers**

# Summary / Recommendations



- ▲ Clear need to **invest in mental health and wellbeing support** for all, making supports accessible for offshore and atypical shift workers
- ▲ Provision of **training and support for managers**, to recognise signs of mental health issues, how to respond appropriately, and encourage help seeking
- ▲ **Reduce stigma** in accessing support through investment in education and awareness campaigns
  - **Training sessions/ workshops** on mental health, its importance, and the available support
  - **Normalise** and promote **open discussion** around mental health and wellbeing; making supports easily **accessible** and visible
  - Establish **peer support programmes**
- ▲ Reduce isolation, build job satisfaction and purpose, self-esteem and reduce stress through:
  - Recreation and social activities to encourage **Work-Life Balance**
  - Personal learning opportunities
- ▲ Ensure developments are available for offshore and atypical workers through **consistent communication channels**, enhancing **on-site amenities**, offering **virtual participation** in events, and flexible policies to allow for **equal access to learning opportunities**

# Agenda

10.00	<b>Keynote speaker</b> Suicide Prevention – My Brother’s Legacy	Alice Hendy – R;pple
11.00	Stretch break 1	Craig Sandilands – Healthoutfit
11.05	Break (and stalls)	
11.30	Cardiovascular Disease – the next pandemic?	David Leiper – Harbour Energy
12.00	Menopause Nutrition	Lottie Jones - ESS
12.15	Lung Health Awareness and the Importance of Using Correctly Fitting RPE	Steve Shirlaw - Stork
12.25	Neurodiversity in the Workplace	Billy Alexander
12.45	Lunch (and stalls)	
13.45	Stretch break 2	Healthoutfit
13.50	Stress and Fatigue	Simon Maryan
14.35	The Benefits of Blood Donation	Kimberley Petrie – Scottish Blood Transfusion Services
15.05	Break (and stalls)	
15.35	Suicide is Everyone’s Business	Brian Johnston – Scottish Action for Mental Health
15.55	Closeout panel discussions – Learnings from today / Work for the future	Step Change in Safety, Mental Health in Energy, Marine Safety Forum, Alice Hendy (R;pple)
16.25	Stretch break 3	Healthoutfit
16.30	Stalls remain open	

# Visit the stalls

Smoothie Bike  
by



Health MOTs by



The M-Word & Holding Space

