

Health & well-being: Managing the right things

The Health & Safety Executive have identified 6 'Management Standards'.

These are key causal factors that if not appropriately managed will lead to reduced productivity, as well as increased sickness absence and ill health.

Standards

Examples

- ▶ **Demands:** workload, deadlines, work scheduling, physical environment
- ▶ **Control:** decision authority, autonomy, pacing, interruptions
- ▶ **Support:** organisational, managerial, peer to peer – practical & emotional, as well as training & development
- ▶ **Relationships:** interpersonal conflict, bullying & harassment, peer to peer interaction & support
- ▶ **Role:** ambiguity, conflict, image, responsibility
- ▶ **Change:** new ways of working, new technology, change strategies, consultation & involvement

57% of occupational illness now relates directly to mental health, with indirect interactions also identified.

(Health & Safety Executive, 2019)

Managing these standards will aid us in managing our overall health, both physical and mental, but it will also improve our productivity too!