



Practices and combinations of practices for health and wellbeing at work

Understanding the successful implementation of well initiatives

Overview of the research

The research aims to understand how organisations successfully implement initiatives that lead to sustainable improvements in terms of health and wellbeing at work. The research is funded by the Economic and Social Research Council (ESRC). The project team are a consortium from the University of East Anglia and RAND Europe. The research is led by Professor Kevin Daniels.

Rationale for the research

Although there has been substantial research into ‘what’ health and wellbeing initiatives can be successful, we do not fully understand the processes that lead to successful implementation. Furthermore, research tends to focus on single wellbeing-specific initiatives, but we find that changes directed at for example, the quality of jobs or employee engagement also have a very strong association with wellbeing and that some organisations adopt a broad range of actions under the umbrella of a wellbeing programme. In this research we: a) focus on how successful wellbeing-related initiatives are implemented and b) take a broad view of initiatives that lead to improved wellbeing.

Benefits for the business community and society

Our findings will illustrate to employers and other stakeholders good practice in improvements that lead to health and wellbeing at work in the form of a case study. Through our project steering group and other fora, we aim to realise wider benefits in the UK through close working with Government departments, local authorities and employer groups.

Organisations taking part in the research will benefit from feedback on their own progress on implementing and maintaining sustainable wellbeing programmes and initiatives.

Taking part

In each organisation, the research involves around 15 interviews with people at various levels of the organisation on each of three occasions over a 12 month period (i.e. 45 interviews in total). Conducting interviews over time allows us to track progression. Each interview would last no longer than an hour, and typically around 50 minutes.

In the first instance, the research team will undertake a preliminary meeting with the organisation point of contact to discuss the research and answer any queries.

The research team will ensure anonymity of participants and adhere to the research ethics and data protection standards of the UEA, including GDPR.