

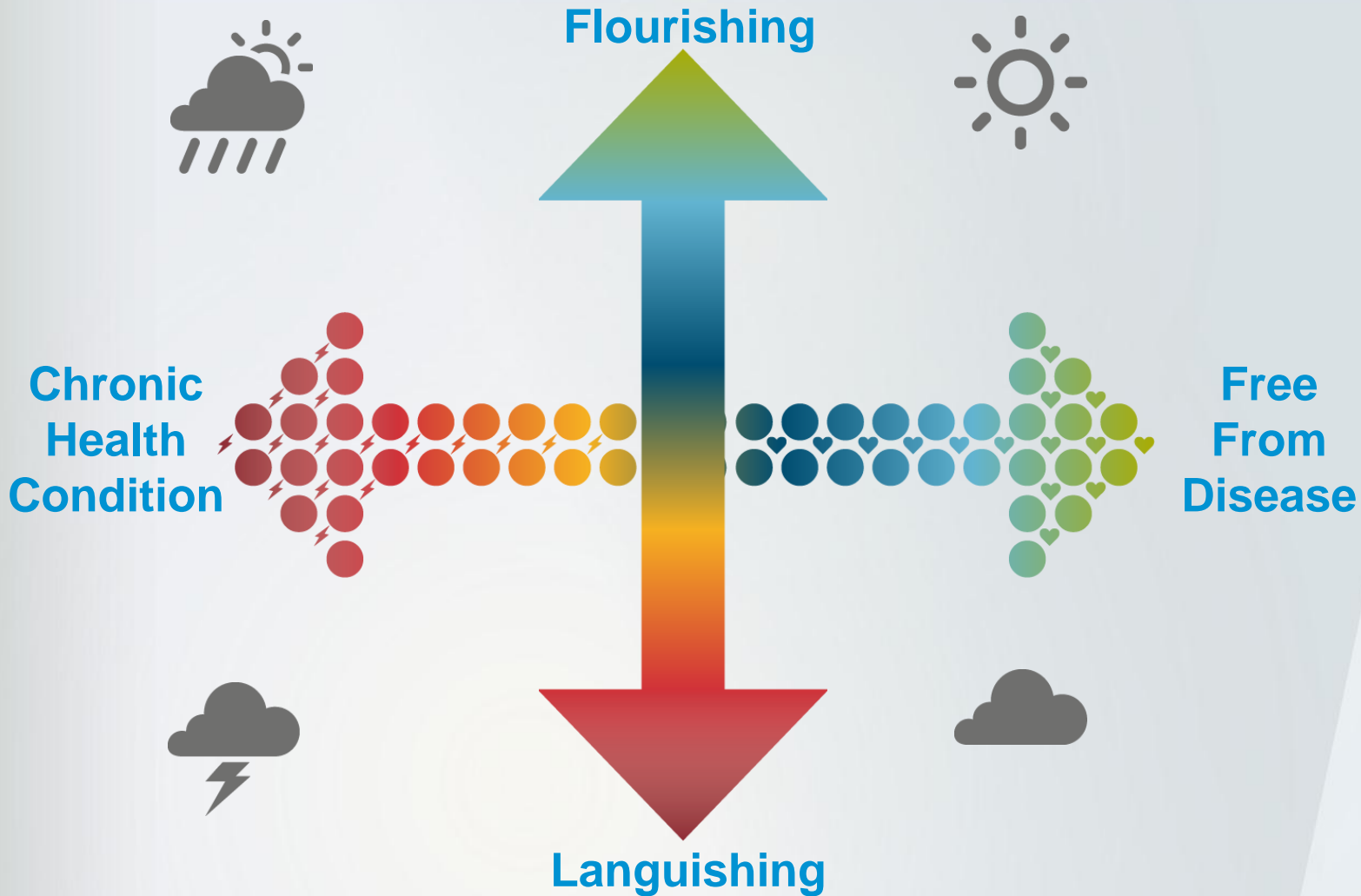
Personal Wellbeing

in Network Rail



everyone fit
for the future

What is 'wellbeing'?



Where are we with health and wellbeing?

In 2013/14 Network Rail employee statistics revealed:



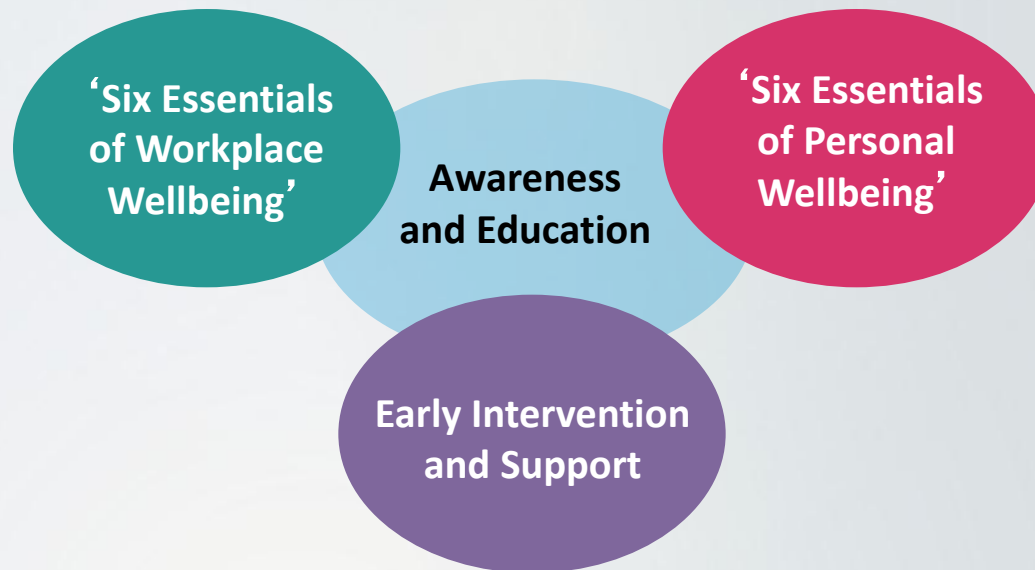
Our Vision for Health and Wellbeing...

At Network Rail, we define employee wellbeing as:

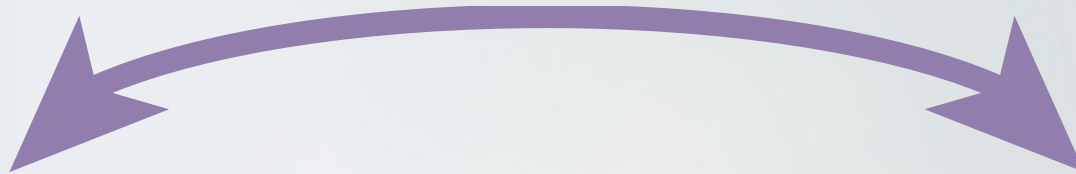


A positive state of physical, mental and social wellbeing, in which an individual is able to flourish and achieve their full potential for the benefit of themselves, their families and our organisation.







Our Approach to Optimising Wellbeing in the Workplace









The 'Six Essentials' of Wellbeing in Work and Personal



Workplace

-  Balances Workload
-  Control
-  Work relationships
-  Job security and change
-  Resources and communications
-  Job conditions

Personal

-  Be Self Aware
-  Be Active
-  Eat Well
-  Rest and Recover
-  Collaborate
-  Keep Learning

The 'Six Essentials' of Personal Wellbeing



Be Self Aware



Be Active



Eat Well



Rest and Recover



Collaborate



Keep Learning



The 'Six Essentials' of Personal Wellbeing



Personal: Be Self Aware

Why?

- ✓ Discover your health and wellbeing status
- ✓ Identify current and future health risks
- ✓ Identify opportunities to develop your health and wellbeing
- ✓ Learn how you can lead a healthier lifestyle
- ✓ Understand how to maintain the changes you make

How?

- ✓ Take Network Rail's online wellbeing assessment
- ✓ NHS free vascular check (if aged between 40-74)
- ✓ 20% discount on Nuffield Health checks

The 'Six Essentials' of Personal Wellbeing



Personal: Be Active

Why?

- ✓ Reduces the likelihood of virtually every preventable health condition
- ✓ Improves wellbeing such as energy, vitality and happiness
- ✓ Reduces stress and improves sleep

How?

- ✓ Choose an activity / sport you enjoy
- ✓ Make a conscious effort to be more active at work
- ✓ Aim for at least 30 minutes of physical activity on five days a week
- ✓ Be active on your days off
- ✓ Include activity in family outings

The 'Six Essentials' of Personal Wellbeing



Personal: Eat Well

Why?

- ✓ Can significantly improve short and long term health and wellbeing
- ✓ Can reduce the likelihood of many preventable health conditions
- ✓ Can help manage chronic health conditions

How?

- ✓ Base your diet on fresh fruits, vegetables and salads, lean meats (if not vegetarian or vegan), whole grains, beans and pulses and healthy fats (avocado, olive oil, nuts)
- ✓ Eat regular meals through the day to maintain stable energy levels
- ✓ If you drink alcohol, consume it in moderation (Daily maximum - 3-4 units for a male and 2-3 units for a female)
- ✓ Drink enough water to maintain good hydration

The 'Six Essentials' of Personal Wellbeing



Personal: Rest and Recover

Why?

- ✓ We feel and perform at our best when we are fully rested and our batteries have recharged
- ✓ Reduce the risk of burnout
- ✓ Increased alertness and decision making

How?

- ✓ Aim to sleep for 7-9 hours every day, although everyone's needs are different so work out what is best for you
- ✓ Regularly do something you enjoy to give your body a break from fast paced lifestyles
- ✓ During your break at work take time away from your work station
- ✓ Performing 5-10 deep breaths can help switch on our relaxation system – focus on a slow, deep out breath

The 'Six Essentials' of Personal Wellbeing



Personal: Collaborate

Why?

- ✓ Working with others increases creativity and broadens our perspective
- ✓ Knowledge, good practice and learning can be shared
- ✓ Greater understanding of others specialties
- ✓ Leads to higher team performance

How?

- ✓ Endeavour to build positive, supportive relationships with those people you work with
- ✓ Respect and encourage others to express their views and opinions, even if they differ from yours
- ✓ Recognise the benefits of taking part in charitable giving or volunteer work

The 'Six Essentials' of Personal Wellbeing



Personal: Keep Learning

Why?

- ✓ Generates a greater sense of purpose, pride and self esteem which can enhance wellbeing
- ✓ Professional, technical and personal development can all work equally
- ✓ Learning new skills boosts the body's natural production of dopamine (the feel good hormone)
- ✓ We often want to share new knowledge with others. Passing on knowledge builds closer relationships and establishes a tight knit community.

How?

- ✓ Build discussions around personal development into your 1-2-1s
- ✓ Use Network Rail's business coaches to guide your learning
- ✓ Set goals in personal development

Resources to help...

Visit www.safety.networkrail.co.uk/healthandwellbeing for:

- ⊖ Videos
- ⊖ Posters
- ⊖ Presentations
- ⊖ Articles
- ⊖ 'Ask our experts'

