



Improving staff wellbeing for next to nothing!

We regularly ask delegates at conferences to share their ideas with us for improving staff wellbeing without spending loads of money. We have compiled all their suggestions below, and added a few more from us for good measure. We hope you find it helpful and are inspired to implement some of these ideas in your own workplace.

Recognition and rewards:

- Be aware of staff ideas and aspirations and offer rewards for simple ideas that add value to the workplace
- Simple rewards based on recognition and promotion of creative thinking
- Employee awards – nominated within team from team
- Recognition of and incentives for achievements – boxes of chocolates, certificates etc
- Regular praise for good achievements
- Achievable goals with prizes
- Always try to relate to and empathise with your staff. This is paramount when working with our clients so it should be with our peers
- Have a positive part of team meetings – colleagues say something positive or recognise a quality in each other and say it
- Compliments hour – only give nice comments and feedback
- Give staff a “voucher” (£40-50) to spend on training & development that is NOT work related and then publicise what they’ve done
- Listen, ask, keep excellent communications.... buy cake!
- Thank people – make them feel appreciated.
- Say “thank you” to your staff when they have done well (even better with a handwritten or at least personally signed note to them)

Building teams/increasing interpersonal connections:

- Team building (fun) exercises
- Make meetings fun – music, games, jokes
- Have fun – use team meetings for interesting and motivating discussion/activities
- Inter team sports days (or lunch break)
- Designate a 2 hour session fortnightly where staff talk to each other – work must NOT be discussed
- Designate one day a week (preferably Friday) to ensure that all staff stop for lunch together. Share food or buy in a sandwich. This gives time to chat and relax and forges greater working relationships

- One hour a week when phones are switched off and email closed down to enable staff to come together to communicate and share positive ideas or solutions
- Go to the pub across the road for lunch and drinks once a month
- Games/quizzes at lunch time
- Bring field or home-based staff in for a late working breakfast every 2 or 3 weeks to meet informally with office staff so they can network and feel less isolated
- Pay it forward cards: go out of your way to do something to help someone at work –hand them a pay it forward card for them to do the same for someone else

Relaxation and physical fitness:

- Include a range of “alternative” sessions at team meetings (eg shortcut to meditation, yoga and breathing exercises)
- Laughing therapy – with each other not at each other – take being silly seriously
- Provision of affordable lunchtime Pilates classes
- Subsidised gym membership
- Monthly massage chair – subsidise 30 minute massage
- Relaxation time
- Fill up your “wellbeing pot” at weekends: do something you enjoy. Get outside and take in some air. Use your non-working time to recharge and it will help get you through a busy week.
- Practice relaxation techniques (find something that works for you). Take 10 minutes every day to relax
- Make sure everyone eats lunch away from their desk and takes a break
- Ensure water machines are available to discourage too much coffee drinking
- Introduce a “power nap” area for staff to recharge batteries
- Have a basket of fruit in the office
- Organise a monthly visit of massage/aromatherapy treatments fore staff to book onto during break time at reduced cost.
- Flexible benefits: vouchers for treatments of choice/need.
- Put plants on desks

Practical working arrangements:

- No email days (or hours depending on work type)
- Designate times where email is turned off and NOT accessible
- Use the phone and speak to people
- A recognised trade union
- Stop thinking all jobs are 9-5. It’s bad for the environment (congestion). Stagger start times as per individual choice
- Office pet (virtual if real not possible)
- Have one or two days a week which are totally free of meetings
- Use reflective practice in supervision
- Set up a “buddying” scheme for new or inexperienced staff so that they are supported by a more experienced colleague

Engagement and involvement

- Plant a suggestion tree (in a pot) in each workplace and give a wellbeing-orientated prize to the best suggestion each week/month
- Let staff write policies
- Have a cost-saving or wellbeing tree at work

And here are a few more suggestions from us here at Saltbox just to help you on your way....

- Put fresh flowers on people's desks each week/fortnight (those with gardens could take it in turns to bring flowers from their garden)
- Lunchtime scrabble/Pictionary/board game or card game sessions
- Sit down and eat breakfast together (make this at the beginning of the day before people turning on PCs etc and start getting bogged down in work). Make/bring/order in bacon/egg butties and enjoy!
- Monthly lunchtime singing session (facilitated, non-scary, in-a-group activity)
- Teach everyone simple exercises and techniques for self-massage or relaxation which they can then do at their desks
- Give everyone items for their desk which neutralise the electro-magnetic field from computers/mobile phones and reduce headaches etc. Items which do this include: Black tourmaline crystals, Christmas cactus or spider plants, rock salt lamps.
- Have a cake break – one afternoon a week someone brings cakes (take it in turns). Stop work and have tea and cake together
- Encourage everyone to take a walk every lunch time (individually or in pairs/groups). People can check out ideas for good walks local to the office and put them on the notice board for others to try out.
- Give everyone a pot of play-doh for their desk. At the beginning of each week, someone sets a theme, and everyone makes a model related to that theme (eg animals, trades, travel etc). At the end of the week everyone casts votes for the best one, who then sets the theme for the following week. Fiddling with the play-doh is amazingly therapeutic – as is the laughter which results from assessing the models!

And finally, don't forget that we can help you to improve staff wellbeing through:

- Complementary therapies
- Relaxation classes
- Stress management training
- Coaching and mentoring
- Morale boosting events such as awaydays and conferences
- Consultancy for staff wellbeing programmes

We also offer in-house training services. Contact us on info@salt-box.co.uk or 01749 687357 to find out more.