

Best Sustainable/Ongoing Mental Wellbeing Strategy

Winner// OMEXOM UK & ROI

This award recognises an organisation that has continued its commitment to mental wellbeing in the workplace and has built on its strategy year on year

Omexom builds electrical infrastructures for electricity utility companies and renewable energy developers throughout the UK and Ireland. In 2019 the company launched a strategy aimed at promoting an open, supportive culture that promotes employee wellbeing.

With an 88% male workforce, the team recognised getting employees to talk openly about mental wellbeing would be a barrier to achieving culture change. The geographically dispersed nature of the workforce also posed a challenge to involving all employees in the campaign. The team took an all-encompassing approach focused on four strands of wellbeing: mental, physical, personal and professional.

The initiative was communicated to all employees at a stand-down day. On "Fish & Chip Fridays" each month, the company provides lunch for all employees on the condition that they stop working and come together to have lunch as a team.

Since 2019 Omexom has built upon this with regular senior management

involvement. The team have included wellbeing updates in all business briefings, introduced wellbeing champions, created an annual employee wellbeing forum and enhanced initiatives based on employee feedback and involvement.

To promote employees' physical wellbeing, in 2020 the company introduced a health benefit for all employees. This is unusual in the sector. Since 2022, all employees have been entitled to an annual in-depth health check.

Training as standard

A line manager training course launched as part the mental wellbeing strand received overwhelmingly positive feedback, and has now been made standard for all Omexom employees. The company relaunched its employee assistance service and 24/7 confidential counselling line, and wellbeing areas on sites were designated to give employees a safe space for breaks and conversations.

The strategy's personal wellbeing strand focused on work-life balance.



Omexom set out to involve all its geographically dispersed workforce in the strategy

Employees could access an annual £100 towards extracurricular learning or exercise. Flexible working was promoted. Employees have access to enhanced family-friendly policies, and a health benefit with gym membership discounts and relaxation therapies.

Finally, the strategy looked at employees' wellbeing through professional development. Omexom invested in a multi-million internal training institute to offer better training and career opportunities, and appraisal processes were reviewed.

Achievements

Omexom's metrics show the strategy has progressed since implementation in 2019, with improvements in all areas, including employee retention, participation and engagement. Omexom's annual wellbeing survey

shows a consistently increasing score, with an overall result of 77% in 2023.

Despite these positive metrics, the most valuable results have been feedback from employees. The training and initiatives implemented have given employees confidence to seek assistance. This is also demonstrated by use of the confidential employee counselling service, which increased twelvefold between 2018 and 2023. ■

Judges' comments

- + Real meaningful actions manifesting in real meaningful improvements in individual and collective mental wellbeing, and improved business results.
- + Great to see mental health stigma being challenged in a very male-dominated environment.

SHORTLISTED

- Experian
- EssenceMediacom UK
- Freshfields Bruckhaus Deringer
- HSBC
- Medtronic UK & ROI
- Wave