

Winner // OMEXOM UK & ROI

This award recognises organisations that have supplied excellent resources to support employee mental wellbeing

Omexom builds electrical infrastructure in locations across the UK and Ireland. The geographically dispersed nature of its predominantly male workforce posed various challenges to the company in its bid to support employees' mental health. One of these was embedding effective communication and induction in a company with its workforce so spread out.

Previously, inductions had been completed independently by site/office teams depending on the new employee's location. This created an inconsistent induction experience, with the information shared being dependent on how much time the person delivering it could set aside to support new employees. Inductions were also very role-focused and did not effectively communicate Omexom's wellbeing support and initiatives.

As part of the new strategy, Omexom's senior management team agreed to invest in new regionally delivered inductions, committing to the financial and resource impact this would have for new employees to travel and attend a group induction. These would be

consistently delivered by Omexom's Training Business Partner and involve a full-day overview of the company and employee wellbeing.

Given ongoing resource constraints across the business, this was met with initial resistance from some line managers, who were reluctant to release their new employees to travel to an induction day. However, following a review of employee feedback and discussion regarding the company's commitment to onboarding and wellbeing, the benefits of a consistent, enhanced induction experience were understood and quickly promoted.

Achievements

A working group of relevant managers was created to develop and review the structure and content of the induction day. This was extended to include the team of wellbeing champions, who reviewed the wellbeing focus to give additional feedback for improvements.

The induction day and supporting onboarding process have been extremely successful in promoting wellbeing. All new employees attend the induction within their first four weeks of joining and receive a full



New employees now get a comprehensive induction day within four weeks

overview of the following:

- Omexom wellbeing strategy – four inter-related strands: physical, mental, personal and professional.
- Wellbeing benefits – team events, health cash plan, annual health checks, £100 annually for learning/exercise
- Wellbeing enhancing policies – flexible working, home working, family friendly policies
- Wellbeing calendar – annual calendar of events to promote and embed wellbeing through employee participation
- Employee assistance and counselling service
- Overview of specific wellbeing areas in sites and offices to ensure a safe space for breaks and conversations
- Employee testimonials of wellbeing culture and support

- Mentor programme to support all new employees
- Following this initial wellbeing induction, Omexom's overall employee onboarding process also includes compulsory mental health awareness training, as well as employee support and development plans.

The Chartered Institute of Personnel and Development (CIPD) reports that 62% of new employees who have a negative induction experience will leave within their first 12 months. The positive impact of Omexom's wellbeing-focused induction process is demonstrated through the company's high 2023 new employee retention rate of 92%, as well as through employee feedback. ■

Judges' comments

- + Humility and authenticity shine through this organisation. They display deep integrity and congruency in implementing real and meaningful action behind their words.
- + Induction processes can really be overlooked in the construction industry, it's great to see a company seeing the process from a wider point of view.

HIGHLY COMMENDED

→ Havas

SHORTLISTED

→ Deutsche Bank

→ NatWest Group

→ The Digital Voice™