

Live Well, Being You

Fiona McAslan, Wellbeing Lead, RBS

Employee Benefits Live, 2 October 2019

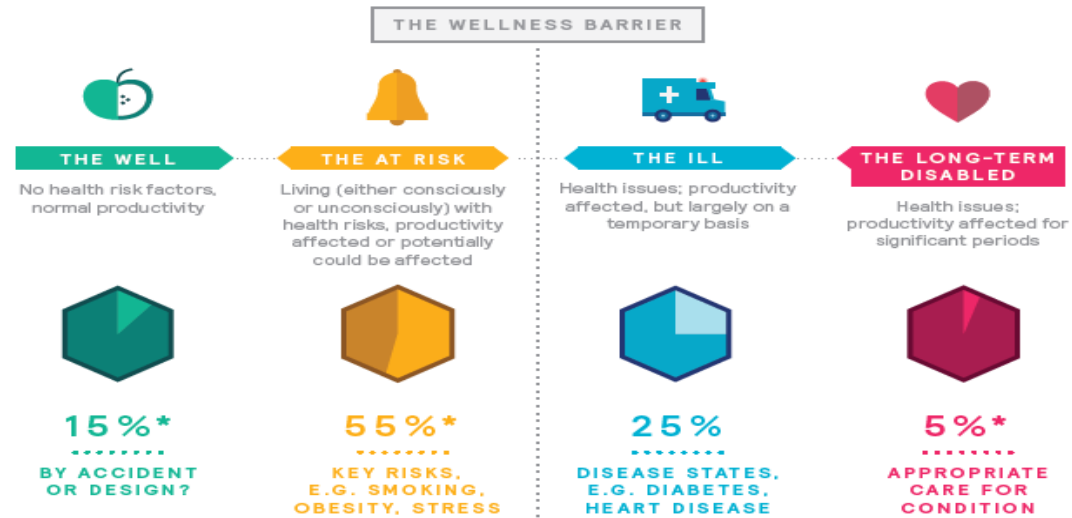
Our ambition was set to transform RBS into the number one UK bank for trust, customer service and advocacy by 2020.

If your people are not at the top of your work list when you get in, in the morning, please put them there, and leave them there. Take an interest

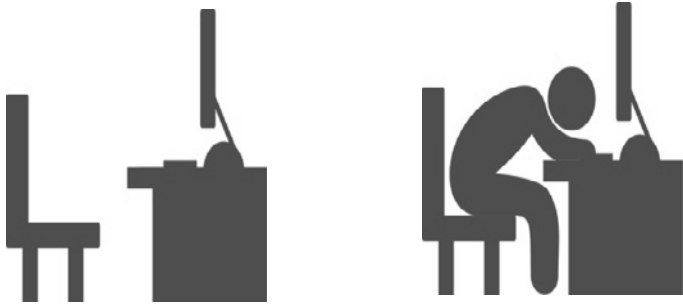
THE WELLNESS BARRIER

IMPROVING HEALTH AND
YOUR BOTTOM LINE

AT ANY ONE TIME, INDIVIDUALS IN THE WORKING POPULATION FALL INTO 4 CATEGORIES:



The role of absenteeism and presenteeism



Absenteeism

Being away from work as a result of health-related issues

Presenteeism

Being present at work but not performing productively



Significant economic cost

35.6 productive days lost per employee per year, translating into an

£81bn

Annual cost to the
economy



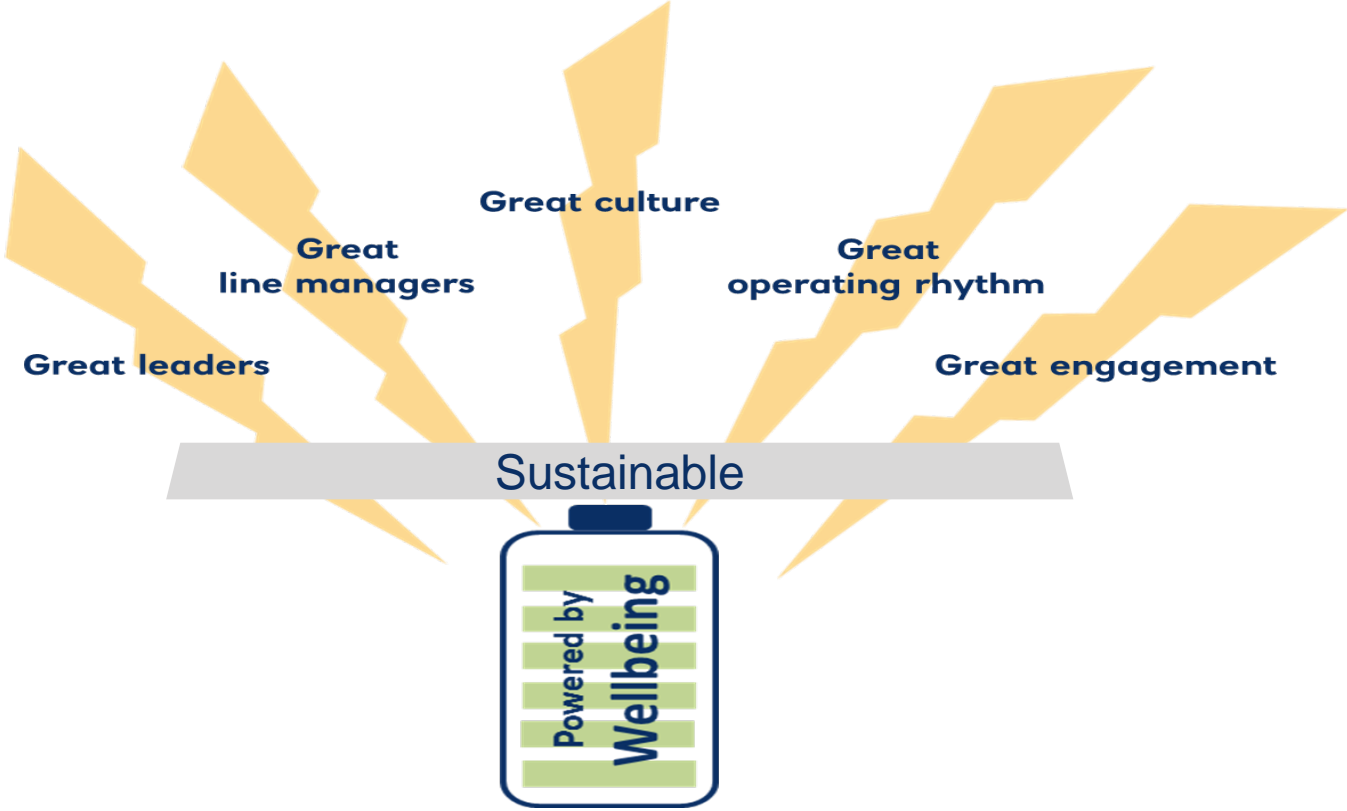
Deloitte have produced new analysis that not only considers the costs to employers of presenteeism, absenteeism and staff turnover due to mental health problems and for the first-time this has also been broken down by industry

Figure 3: Poor mental health costs employers between £33 billion and £42 billion a year²¹.

This is made up of:



This amounts to a cost per employee of between £1,205 and £1,560 per year. This cost is for all employees, not just those who are ill.



Senior engagement: Ross McEwan, Chief Executive



As part of our focus on wellbeing during May, this week we are supporting Mental Health Awareness Week. It's a hugely important topic – 1 in 4 of us will experience mental health problems at some point in our lives. I want to encourage everyone to share their tips on how they deal with emotional wellbeing, and to just have a conversation with each other. Ask your colleague if they are ok – it's ok not to be ok. I'm proud to see all the work that is going on around our buildings on this campaign and the open and honest discussions taking place. This is about fostering a culture where people can bring their whole selves to work each day.

On Monday, from 2.00-2.30pm, [Helen Cook](#) will join me for a Workplace Live session where we can talk more about wellbeing, and any other topics you want to discuss. Comment below with your questions and we'll try and get through as many as possible. [#1in4](#) [#thisisme](#) [#listenwellbeingheard](#)

Thanks

Ross

Live Well, Being You: Physical and Mental

Live **Well Being** You

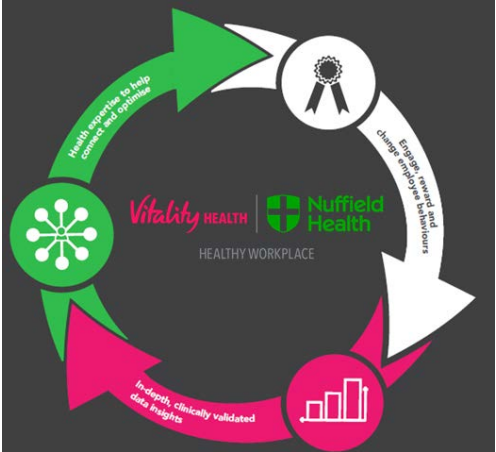


HEALTHY WORKPLACE



Feel **Well Being** Active

Listen **Well Being** Heard



Social Wellbeing

#DGFG #Volunteering #MoneySense #Fundraising #FriendsAgainstScams

Get the Do Good Factor



Wellbeing@rbs
Open group

Do Well Being Together

Search #LiveWellBeingYou on the intranet to find out more

Joined Share Notifications More

About Discussion Members Files Events Videos More

Search this group

Congratulations!

Level 58

You've Reached Level 58

Awesome!
You really took this to the next level!



Do Well Being Together



Activity feed

- 2 DAYS LEFT THIS WEEK STREAK 1
- Eat Fruit 4 DAYS LEFT THIS WEEK STREAK 1
- Walk to Work 6 DAYS LEFT THIS WEEK STREAK 2
- Drink More Water 3 DAYS LEFT THIS WEEK STREAK 1



The number of colleagues who say that financial worries are their biggest concern.

Colleagues say money worries hinder their concentration at work.

The number of colleagues who think their employer should deliver financial education.

MOP

This week run a MOP in your team focusing on financial wellbeing

“What are the five most powerful actions I can take this week to focus on my financial wellbeing?”

**Save Well,
Being Proactive**

This week, we’re focusing on how we can look after our financial wellbeing. One in six of us struggles to pay bills, and this can have a big impact on our mental health and overall wellbeing.

Making informed decisions, saving where possible and ensuring our finances are well organised play an important part in taking care of our financial health.

The key is to take action before our finances start to have a negative impact on our overall wellbeing, and there are plenty of resources available to help.

Save **Well Being** Proactive

Exploring our emotional connection with cash



Our View Wellbeing Index – tracking our wellbeing journey



2014	62%		
2015	71%		
2016	71%	3	-3
2017	75%	6	1
2018	79%	9	1
2019	81%	11	3

Our key learnings...

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Thank you