For a word cloud: In one word, what do you first think of when you think of working at home?

What are the main opportunities for you to embed approaches to healthy working at home?

flexibility

Flexible

Taking regular screen breaks, encouraging people to get outside

Can adapt work plan depending on mood

Relationship with line manager

Keeping to regular working hours

Trust and autonomy

ppe, flexibility, support,

Making time for informal catch ups

25

What are the main opportunities for you to embed approaches to healthy working at home?

Upskilling line managers to nurture remote working

Too much time on teams

less recognition for your work

Unable to switch off

support for line managers is key. Good communication, ability to recognise and support individual needs whilst maintaining service delivery

The type of work - it's possible to do this type of work at home, and it's possible to have some temporal flexibility too

Unrealistic expectations

Missing contact with face to face

longer working hours

25

What are the main opportunities for you to embed approaches to healthy working at home?

Being kind to myself - its ok!

Making time outside meetings

Feeling guilty for not being at my desk eg toilet/drink break yet didn't feel guilty in the office

People dropping in thinking you are not working

Weekly team brew time & quiz ... :-)

Completing Mind Wellness Action Plan is a great tool / resource

Great session and useful info and insights. Thank you guest speakers. & hosts

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What are the main barriers/challenges in relation to healthy working at home?

Lack of contact with colleagues

Too much screen time

work-balance

Isolation

Too many meetings booked in

Increasing utilities costs

Limited contact with colkeagues

Barrier - im always in Mummy mood (even whej kids arent here)

Too many emails

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What are the main barriers/challenges in relation to healthy working at home?

Other peoples opinion of those of us who do work from home. Find that people think those of us who do work from home do not do a "full day" where often we go over and beyond

Making time for outside breaks

Keeping to specific working hours

Implicit pressure to work long hours

Back to back meetings

Making time for me

not enough down time, utilities, lonely, too much screen time, do not take adequate breaks

Making time for social catch ups

Lack of social contact

38

What are the main barriers/challenges in relation to healthy working at home?

Allowing yourself downtime

Non organic learning - IE not picking up things in the office

Lack of appropriate working space

none im loving it, always have

Back to back meetings

snacking to much due to lack of time to cook

Mental health of work working Mums potentially poor prior pre pandemic due to the 'load'

Messy dining table all the time frustrates me as I have no office space

Less travel time,, reduction in omissions.

38

What are the main barriers/challenges in relation to healthy working at home?

Not being able to pop to a colleague's office to ask a quick question

Feeling of needing to do housework

Difficult to form new networks

Uncertainty about whether employer will revert back to being present in office

screen fatigue, lack of social contact, visability and recognition

Initially feeling guilty if not visible on pc all the time

No barriers

Working from home can be great if prepared

less time to exercise

What are the main barriers/challenges in relation to healthy working at home?

loving it - less travel time -

additional work related clutter such as monitor, etc

38

What are the key changes needed to improve healthy working at home? What tools and support do you need to support this?

More money towards fuel

Supporting employers with good practice

Have a dedicated work space & end of day rituals

Help with personal relationships when you work worh spouse

longer breaks

What good looks like?

Hybrid working - mix of home and office working

Workplace wellbeing policy to reflect need for built in breaks

Acceptance that H&S law applies

34

What are the key changes needed to improve healthy working at home? What tools and support do you need to support this?

Workspace

adequate equipment, one to one meetings to find out how you are getting on - sometimes get forgot about

Trained line managers who can give support

Better internet and dedicated workspace

Ensure you switch off at the end of the day

Judge performance on output rather than hours worked

Set times to get out for walks

Follow 'Going Home Healthy' checklist albeit working from home

Senior leaders modelling healthy behaviours

34

What are the key changes needed to improve healthy working at home? What tools and support do you need to support this?

Scheduled "social" time during the working day

Keeping in touch with colleagues/ managers, sometimes it's a case of "out of sight!"

Planning for your working week, including lunch, exercise, work, meetings

mutual understanding of everyone needs. treat people like they need/wish to be treated, not way you wanted to be treated.

Acceptance that we cannot always have the "perfect" set up when at home, but that we need to often adapt to this

A structured day rather than just responding to emails

output based targets

Opportunities for social interaction

regular engagement and communication with staff and line manager guidance/support are key, permission for breaks, training on technology and remote ways of working

34

What are the key changes needed to improve healthy working at home? What tools and support do you need to support this?

Understanding individual barriers / challenges first

Risk assessment for properties at home - noise, indoor air, radon BUT to have strategies in place to not have this as a barrier to exclude some - e.g. inequalities

more regular social contact even if its online

Oppose the competitive diary cramming

Block out time for lunch

Ensuring staff have the right kit to work from home.

10 mins mindfulness sessions

34

What good practice examples, tools or guidance are you aware of that help to promote healthy working at home?

Manager home working checklist

Using breakout rooms in meetings to make more interactive

smart watch reminding to move! :)

Good colleagues!!! Being able to get their peer support

Workplace wellbeing policy updated to include 45 minute break to go for a walk

Schedule breaks during the day

Recommendation to have one meeting free day per week for focus work

Would be interested to develop and hear more about this

breaks, fresh air

18

What good practice examples, tools or guidance are you aware of that help to promote healthy working at home?

Constant messages about the well-being intranet information

45 min meetings to ensure break between meetings

We have regular internet updates on health and support agencies we can access and well as themed discussions

Wellbeing check ins

My previous employer ran mindfulnesses sessions every Friday lunchtime

inputting breaks in microsoft outlook calendar to avoid any disturbance

Thank you -great chairing Helen! thanks to all the speakers

we are researching good practice to develop further manager support and guidance that works for HFRS. Happy to share impact assessments and findings

regular staff updates., also gnew developments with wellbeing user groups.

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Any other comments or feedback?

Very very interesting and great webinar :)

fabulous presentations and was very informative and some thought provoking facts :-)

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