Wellbeing at Work

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Wellbeing at Work

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In general terms, work is good for us, but it can also sometimes be bad for us and many employees suffer an illness they believe has been caused, or made worse by their work, very often this can be stress, anxiety, back pain, depression and increased risk of coronary heart disease.

Acas have identified that an unhealthy workplace often has poor management, a bullying culture, poor customer service, high levels of absence, reduced productivity and unreasonable high work demands.

Good influences are effective policies for managing people issues such as communication, absence, grievances and occupational health. Healthy and motivated people will work well, will give positive customer service, have a lower level of absence and high levels of performance.

Communication and relationships at work are key to how things are managed in the workplace and access to a framework of practical procedures for everyone.

Having problems or illness outside of work can also impact on work, if you have a disability your employer will have a duty to make reasonable adjustments for you that should help.

We are the same people whether we are at home or at work!

Employers have a responsibility for their employee's health and safety and this includes work related stress. Stress often arises from not communicating well, and if someone is experiencing stress then working in partnership with the employer is usually the best way forward. An informal discussion can be the first step. If this doesn't work then the employee would be advised to follow the grievance procedure.

We all have a responsibility for our own wellbeing. Negative life style choices (not exercising, smoking, recreational drugs, alcohol etc) can all contribute to poor health. We can spend a lot of time at work, but we have a life outside of work as well and achieving a balance is important. Try to learn which activities help you to relax and take some time to practice these. If you are referred for any counselling or any other therapy, do take these opportunities and engage with the process.

Sometimes having someone to talk to can really help and we would like to introduce you Vetlife:

Vetlife, formerly known as the Veterinary Benevolent Fund, or VBF, is an independent registered charity which has been supporting the veterinary profession for over a hundred years.

Vetlife provides independent, confidential and free help for everyone in the veterinary community via the 24/7/365 Vetlife Helpline.

Everyone in the veterinary community is welcome to contact the Helpline for support – including veterinary nurses, veterinary students and support staff. The Helpline is run by trained volunteers, all of whom are veterinary professionals.

As well as the Helpline, Vetlife funds and manages Vetlife Health Support (available for vets and VN's) and Vetlife Financial Support (currently only available to veterinary surgeons and their dependants but may be able to provide advice to veterinary nurses or students or signpost them to other sources of financial assistance).

You do not need to be a member of Vetlife or any other veterinary organisation to access our support.

Financial assistance 0303 040 2551 (Anonymous email available)
Health support 0303 040 2551 (Anonymous email available)
Phone and anonymous email helplines 0303 040 2551 (Anonymous email available)

General enquiries 0207 908 6385 info@vetlife.org.uk

For further support with this or any other HR issue, BVNA members can call the BVNA Advisory Service Helpline on 01822 870270 or email nickyackerley@hrsupportconsultancy.co.uk.