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Workplace study shows the value of well-being

Research has directly linked well-being to cost-saving in the workplace. According to the research, the service could save up to £153 million if it increases employee well-being by just seven per cent.

The UK economy could gain £12bn a year if levels of well-being are systematically increased in the workplace concludes the study conducted by business psychologists Robertson Cooper Ltd.

The research, entitled *Improving organisational outcomes by making people feel good*, discusses the importance of Psychological Well-Being (PWB) in the workplace.

Based on 50,000 employees in 61 different organisations, from both the public and private sectors, it forms the basis of a White Paper delivered by Professor Ivan Robertson, managing director and co-founder of Robertson Cooper.

Professor Robertson used the data as a basis to determine the potential gain to the UK economy and commented on the findings.

"There is a direct link between well-being with pro-

ductivity, it can impact not just on absenteeism but also on workplace productivity and effectiveness," he said.

"The term well-being is often referred to far too casually. The White Paper is a call to action – organisations must get to grips with the issue of well-being in the workplace. All too often stand-alone tactics are implemented to improve the well-being of employees, when what they really need is a comprehensive strategy to address well-being. This should no longer be considered as an added extra - we have shown that it is critical to the bottom-line."

According to the Health and Safety Executive, the UK economy is losing billions of pounds each year due to absenteeism through stress related illnesses. However, Robertson Cooper's figures indicate the potential productivity gain for UK organisations in financial terms – that is, how improved performance across the board would impact the financial bottom-line.

"If the workforce is characterised by a sense of well-

being and has a strong sense of purpose, research shows that they will perform at higher levels. If employees feel better they are likely to work harder and take less days off sick," added Prof Robertson.

"People with higher levels of PWB learn and solve problems more effectively, are more enthusiastic about change, relate to others more positively and accept new challenges more readily.

"All organisations have different requirements for success, but all organisations rely on the energies and discretionary effort of their workforce in order to fulfil their objectives. When staff feel better they work more effectively and employers should now be making this consideration part of their strategic decisions about how to recruit, develop and retain talent in their workforce.

"Our research shows that by implementing approaches, which empower their employees to work more productively, businesses can release this well-being advantage that will in turn have a huge impact on their profits."

Crime science conference

Held at the British Library, London, from July 16-17, Making Connections focuses on science, crime and security.

The event brings together senior security and crime reduction practitioners, manufacturers and entrepreneurs, and leading academics, all developing the latest techniques, technologies and strategies for increasing security and reducing crime.

Biometrics and counter terrorism are the major focal points of the conference.

Topics to be discussed by leading experts include:

Biometry and forensic sciences: a same quest for identification? – determining the identification or not of a suspect and to evaluate the power of the identification evidence.

EigenFIT – employing a holistic approach to facial construction which exploits the highly developed human capacity to recognise and compare faces (PP 05/10/06).

Evolutionary morphing of facial images for aging simulation – a data-driven technique for aging simulation that involves both genetic programming and genetic algorithms.

For a full conference agenda and booking details, go to www.crimescience.org

Scouts thank Dorset PC

A Dorset police officer has been presented with the Scouting Badge of Thanks, the highest award that Scouting can give to someone outside the Movement.

The award was presented to PC Kay Cox, based at Fern-down, at the Dorset Police Awards Ceremony held earlier this month at the Royal National Lifeboat Institute (RNLI), Poole.

A representative from the Scouting Movement said: "PC Cox has been a true friend to scouting, while at the same time helping to develop the well-being of young people throughout the county of

Dorset. "By attending one of our Scout Leader Training Modules entitled 'Influences on Young People', PC Cox has, over the past 12 years, been able to deliver expert knowledge to our voluntary leaders, particularly in relation to the issues surrounding young people and drugs.

"We know of no other county with such ongoing links and in this, the centenary year of Scouting, both Dorset Police and Dorset Scouts can feel justly proud."

Pictured: PC Kay Cox with scout country training officer Melvin Stroud



Picture: Dorset Police