

Boosting Productivity - Why should organisations invest in *health & wellbeing?*



Dr Richard JL Heron
VP Health, BP

Energy Networks Association
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Boosting productivity

by investing in employee wellbeing is all about....



- What “work” we do?
- How we work?
- Where we work?
- When we work?

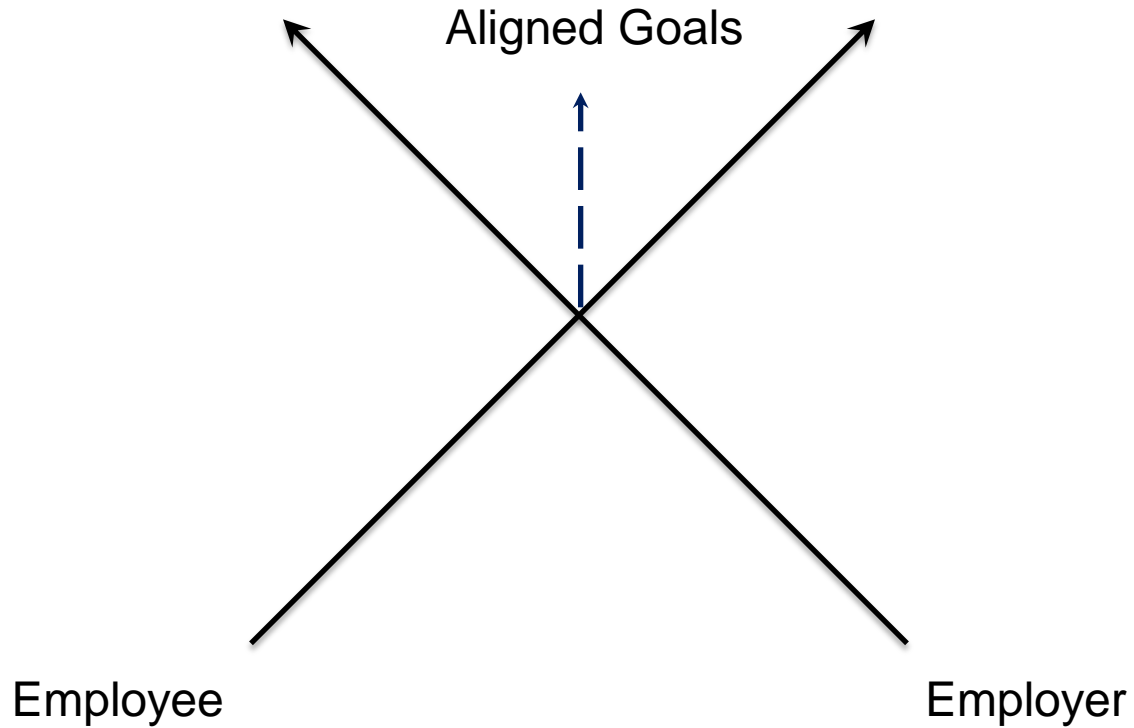
“Health & Well-being”

- *alignment opportunities?*



More Commitment
More Productivity
Higher Quality
Less cost!

More Flexibility
More Respect
More Fulfilment
More Money !



Care for our people

- is embedded in "Our values"



Safety

Safety is good business.
Everything we do relies upon the safety of our workforce and the communities around us.
We care about the safe management of the environment.
We are committed to safely delivering energy to the world.

What's expected of me

- Demonstrate personal responsibility for the safety and well-being of everyone around me
- Respect the capabilities of those in safety-critical roles and listen to their advice
- Seek expertise, continually learn and develop the safety and risk management skills of myself and my team
- Follow the requirements specified in OMS, and contribute to the delivery of safe, compliant and reliable operations
- Contribute to a more sustainable environment

Health in BP is all about.....

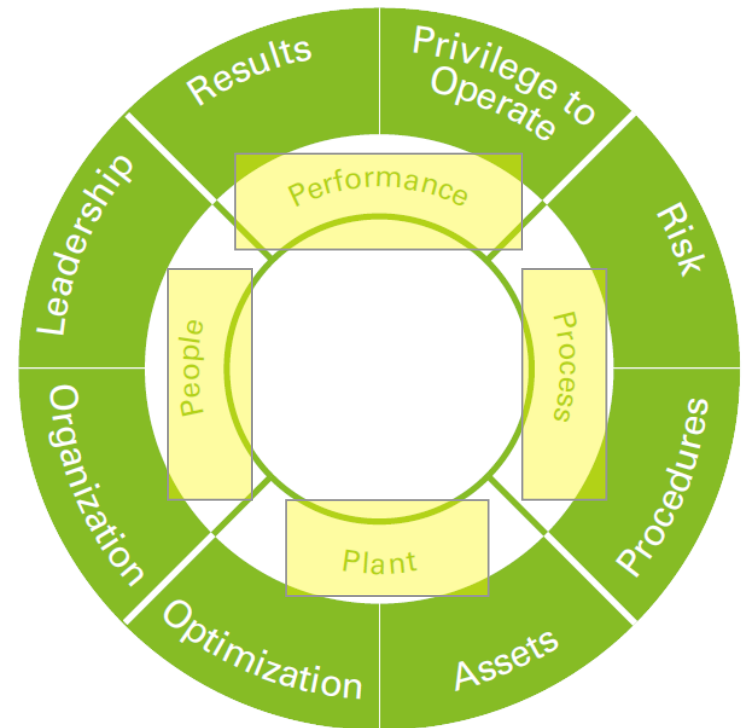
- *safe, reliable and effective operations*



- healthy performance through:

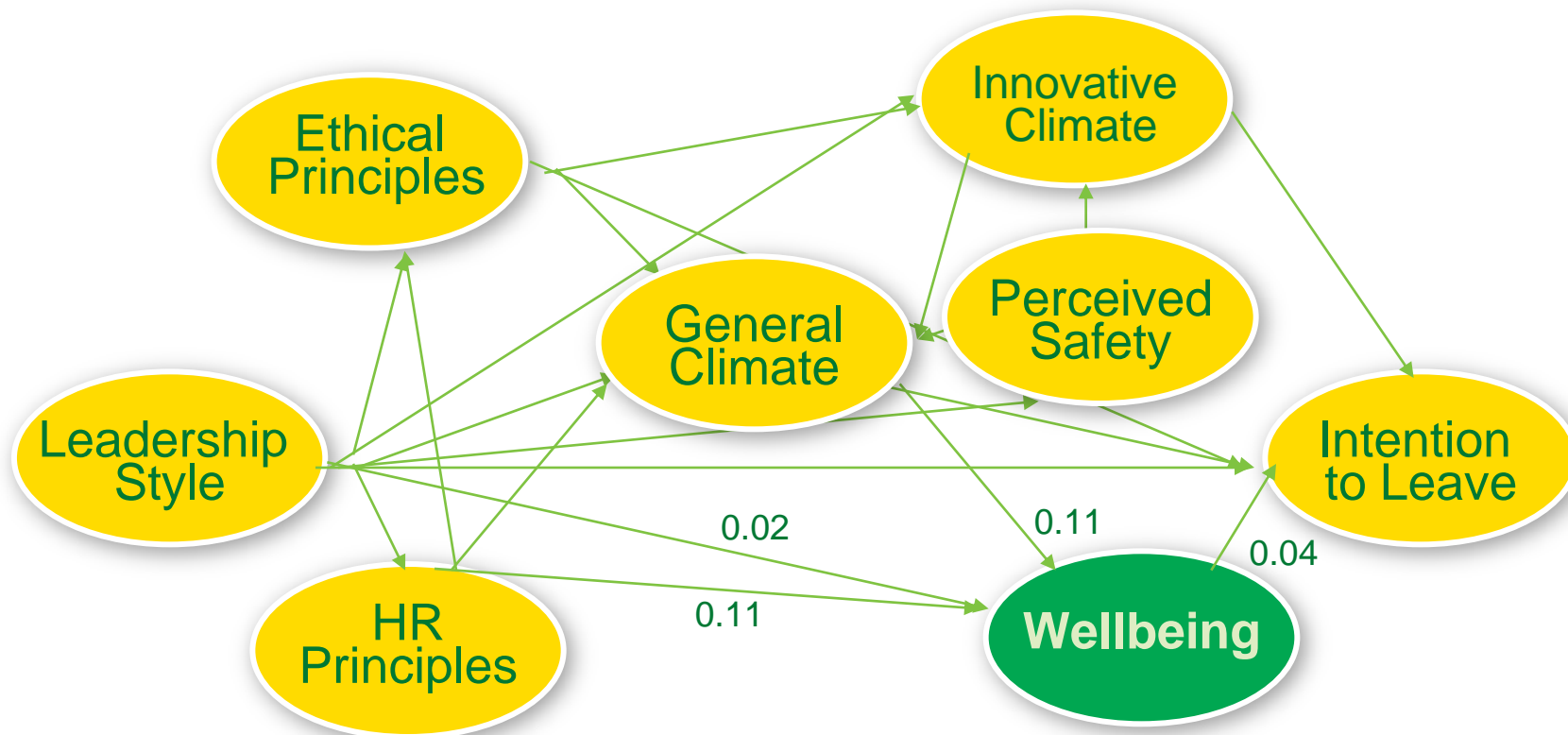
- healthy People
 - healthy workers
 - healthy communities
- healthy Plant
 - healthy work places
 - An energising environment
- healthy Process
 - healthy practices
 - healthy decisions

The Elements of Operating



Wellbeing

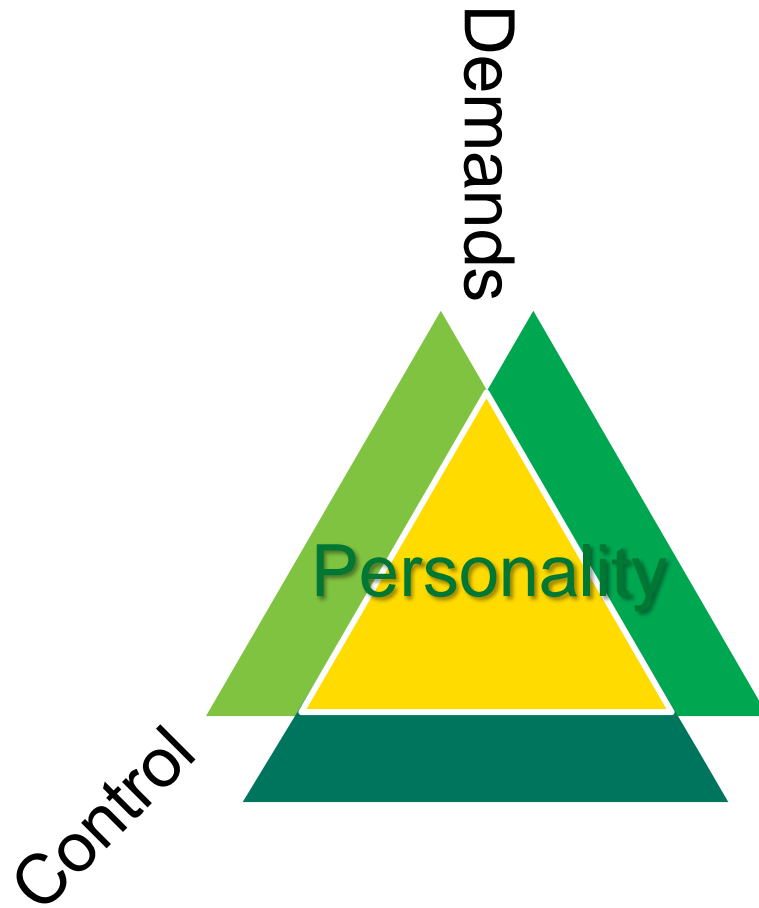
....and relation to organisational impacts



(Chi Square = 14.8, df = 10, P value = .14, RMSEA = 0.004)

Personal wellbeing

- How human factors impact business!



Performance vs Pressure



Identify hot spotsweak signals



Location A

Location B

Aggregate like-for-like score

Overall Health & Wellbeing score

Responses

I believe that BP really cares about my health and wellbeing

My manager / supervisor supports flexible solutions for balancing work and personal life

My manager / supervisor involves me in decisions that affect me

My manager/supervisor trusts me to make well informed decisions and do the right thing

Given the level of my job, my workload is manageable & achievable most of the time

I am often willing to go the extra mile at work

	78%	77%	80%	74%	83%	76%	80%	83%	82%	71%
	76%	76%	78%	72%	82%	75%	78%	81%	84%	69%
	35,015	115	234	145	1,157	1,695	161	811	47	463
	71%	63%	72%	64%	77%	66%	75%	74%	77%	62%
	77%	84%	77%	73%	85%	75%	79%	85%	87%	71%
	72%	68%	77%	70%	76%	73%	72%	78%	77%	61%
	84%	82%	82%	80%	89%	85%	81%	88%	87%	77%
	64%	64%	65%	60%	69%	60%	67%	64%	91%	56%
	90%	93%	93%	87%	93%	91%	93%	95%	85%	88%



What we do

How to link wellbeing & engagement...



Employee survey



Since 2009 > 40,000 HRA's Offered

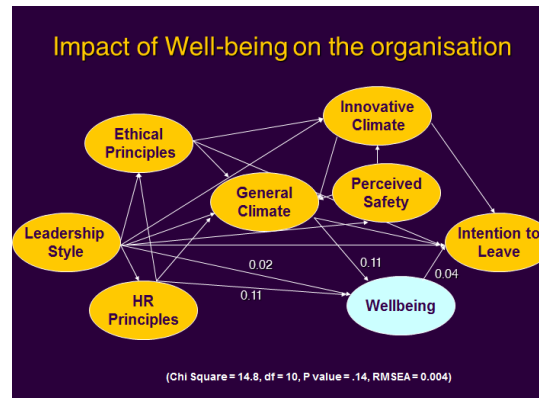
US	Angola	UAE
UK	China	
Jordan		
Mexico	Saudi Arabia	India
Canada	Qatar	

Remedy OES Deployment through June 2014

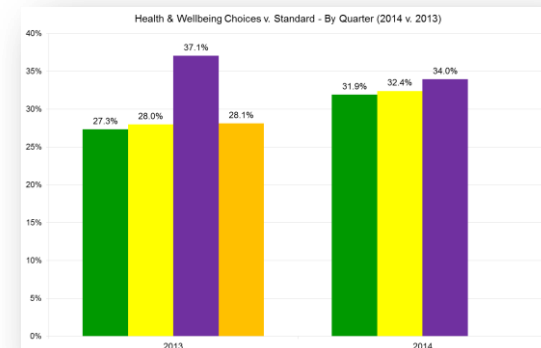


HRA

Activity challenges

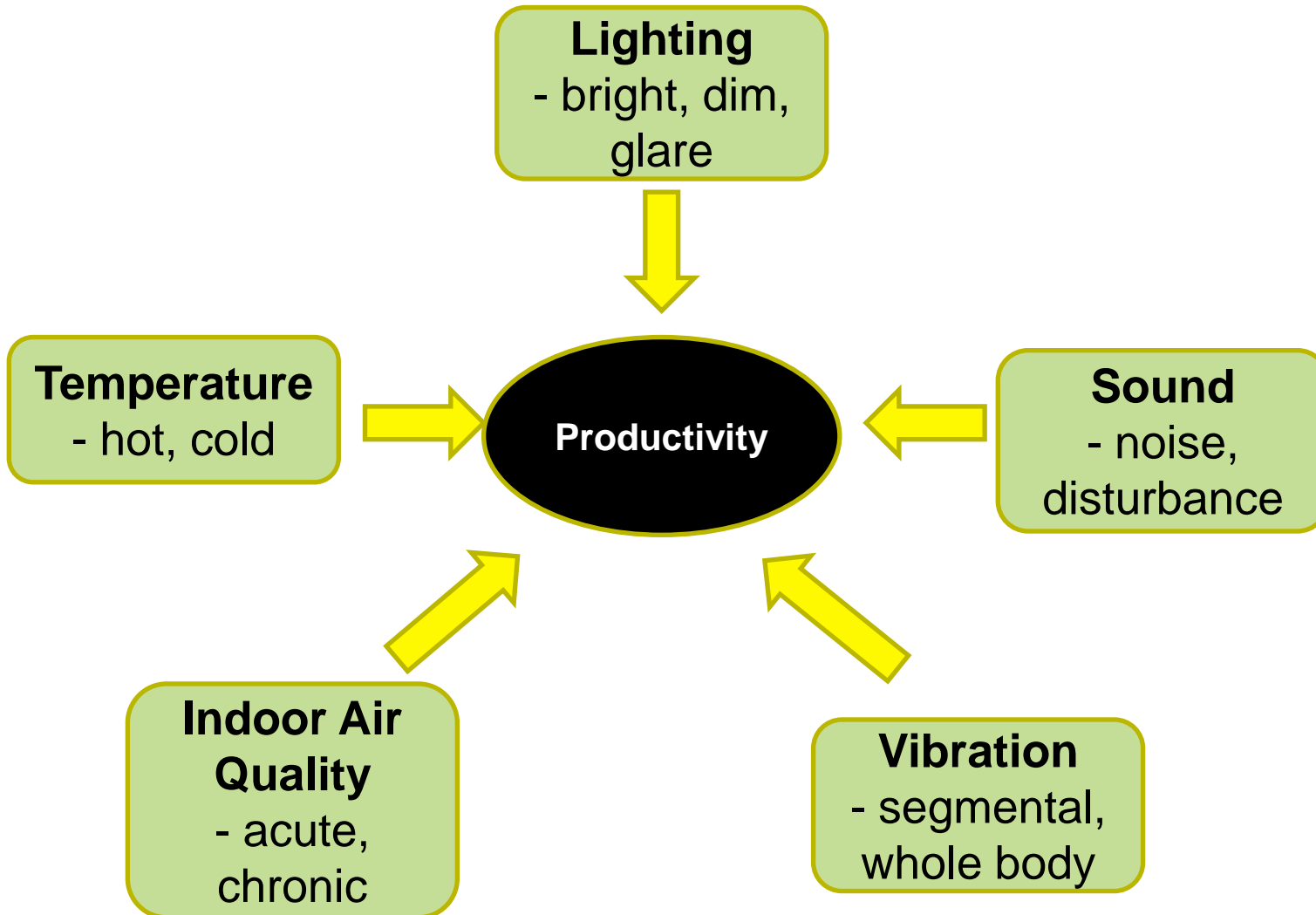


Incentivised nutrition choices



Where we work

- matters.....





What can happen if employees work too long?

- Fatigue
 - Reduces efficiency
 - Impairs performance
- Fatigued people
 - Make errors
 - Work more slowly
 - Work less effectively

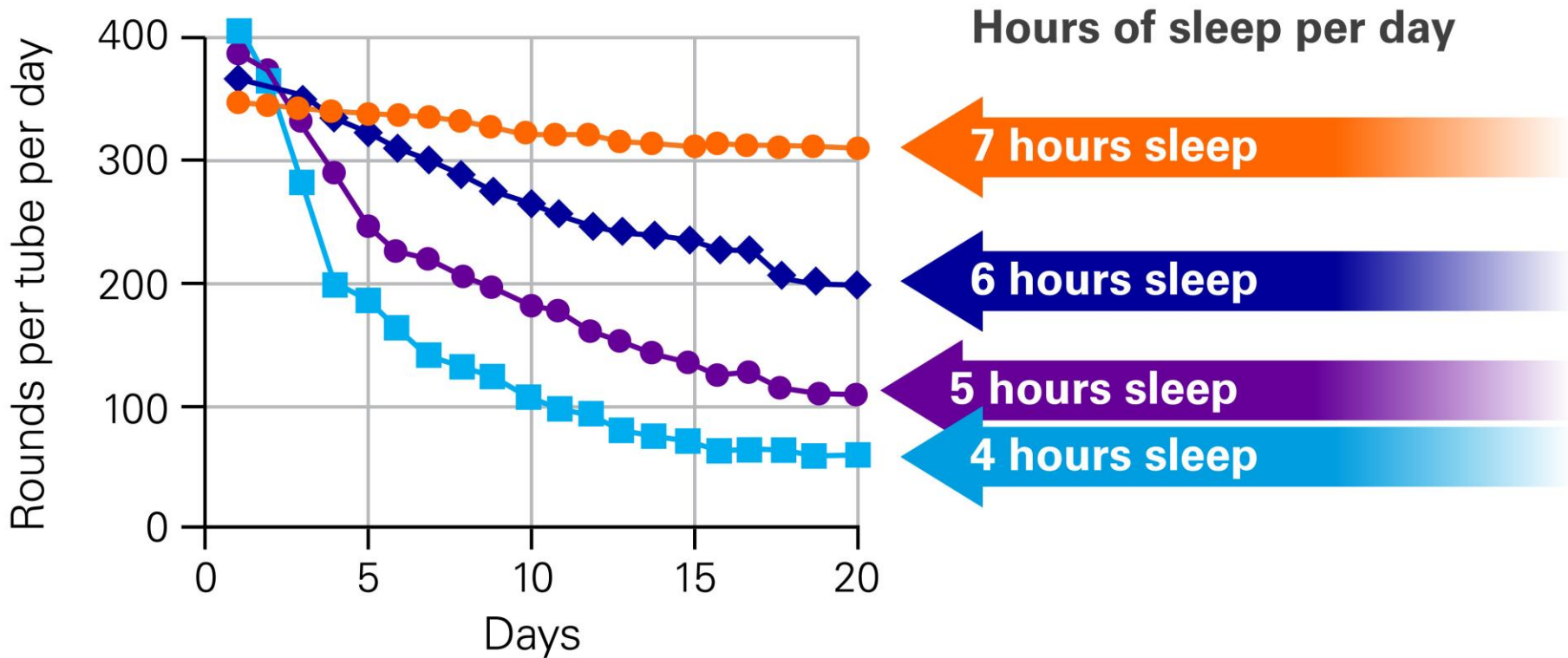


What can happen if employees work too long?

- Fatigue
 - Reduces efficiency
 - Impairs performance
- Fatigued people
 - Make errors
 - Work more slowly
 - Work less effectively
- Performance effects
 - Memory ↓ 20%
 - Reaction time ↓ 25%
 - Communication ↓ 30%
 - Judgement and decision making ↓ 50%

When we work

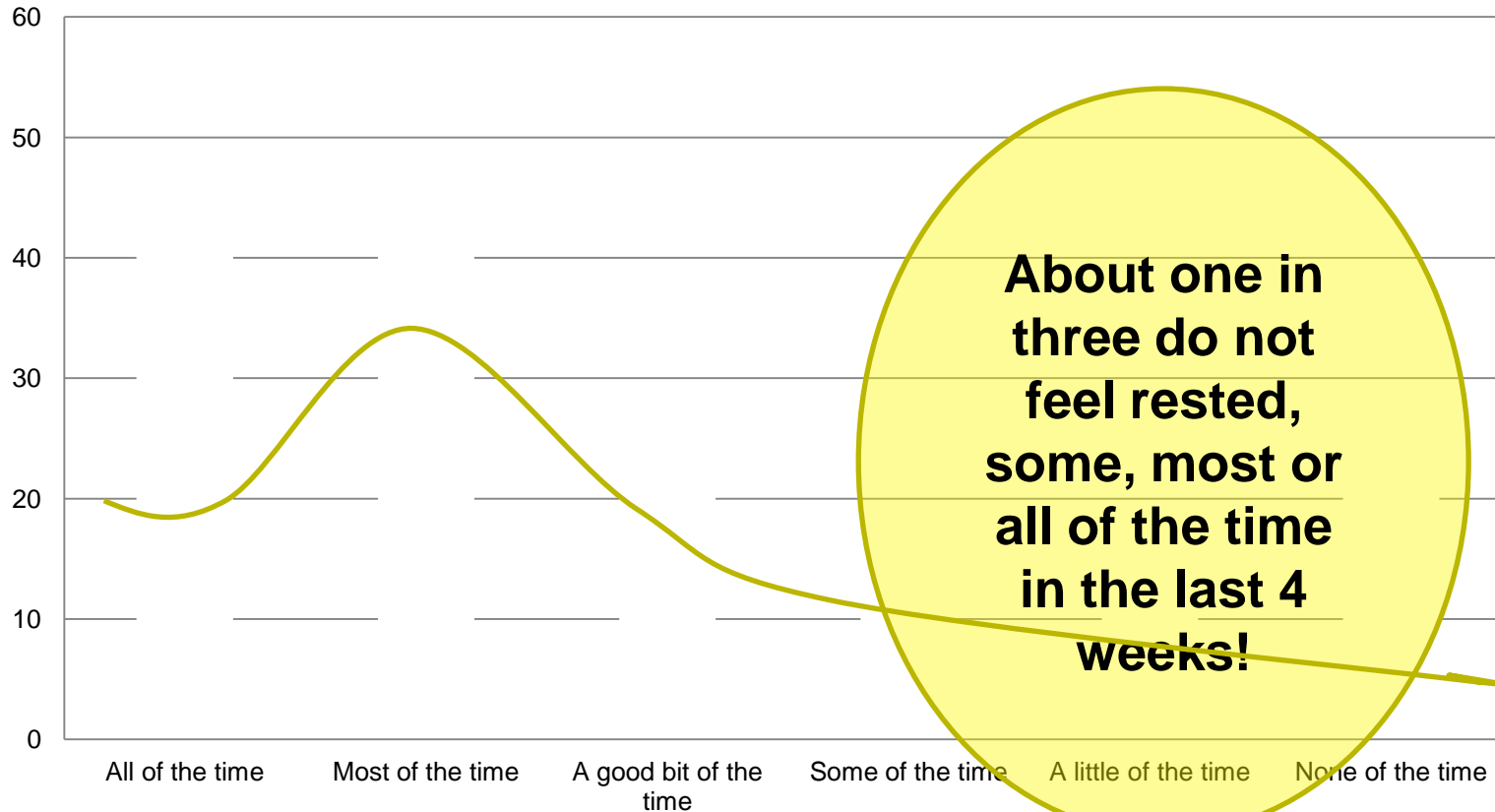
- *How fatigue impacts performance*



In the last 4 weeks - how often did you wake feeling rested?



Feeling Rested vs. Average Hours of Sleep (%)



About one in three do not feel rested, some, most or all of the time in the last 4 weeks!

Thank you for your attention



Any Questions?

