

# WELLBEING

HELPING PEOPLE PERFORM TO THEIR  
BEST TO INSPIRE THE RECOVERY



**THE ROUTE TO RECOVERY**

**WELCOMING OUR PASSENGERS**

**OPERATING SAFELY AND EFFECTIVELY**

**ENHANCING ENVIRONMENTAL  
SUSTAINABILITY**

**CARING FOR OUR PEOPLE**



# ≡ The organisational view of Wellbeing



Provision of yogurt and yoga

Mental health first aid

Stop complaining and get on with it

# Why It's Important



## Impact on Safe Operations

Wellbeing impacts on people's ability to perform effectively at work - this impacts the safety of aviation



## Because it's the right thing to do

As human beings, hopefully one thing COVID-19 has taught us is that we need to care for each other more



# DEFINING WELLBEING FOR PEOPLE

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*.....a **state** in which the **individual** is able, through the **self-awareness** and **self-management** of the **physical, psychological, social, and practical** aspects of their life, to work positively and productively coping with the stresses they face while achieving their personal goals and contributing in a meaningful way.*





# AND FOR ORGANISATIONS

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*.....a state in which the organisation, through its culture, policies, procedures and resources mitigate the physical and psychosocial risks (e.g high levels of stressors, bullying, workload) to an individual, and the individual is able to work and develop in an atmosphere of respect, fairness, honesty and open communication without fear of sanction or discrimination.*





**Visit the Air Ops  
Community**

# The Wellbeing Resource Hub

## **TOOLS FOR PEOPLE**

COVID has brought into focus the need for Wellbeing to be just another part our daily lives in aviation.

We aim to provide easily accessible information and connect people with organisations that can help them

## **TOOLS FOR ORGANISATIONS**

Organisations and managers need help to implement the concepts and practical aspects of a Wellbeing culture.

With people so busy, we want to provide tools and resources to make it easier for organisations to implement and appreciate the benefits

**AIRCREW**



**CABIN CREW**



**MANAGERS**



**ENGINEERS**



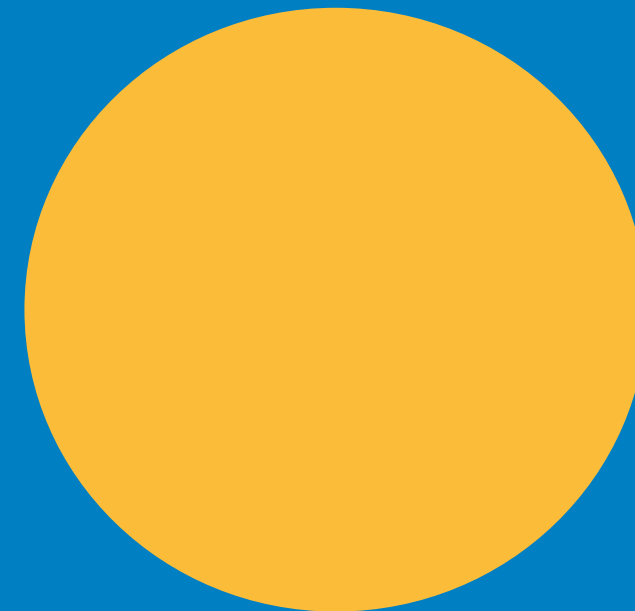
**CONTROLLERS**



**GROUND HANDLERS**



# Helping the Whole of Aviation





# Assessing What People Need

Enabling people to assess where they are and what they need so that those with the greatest need can access help quickly

OPTIMUM WELLBEING



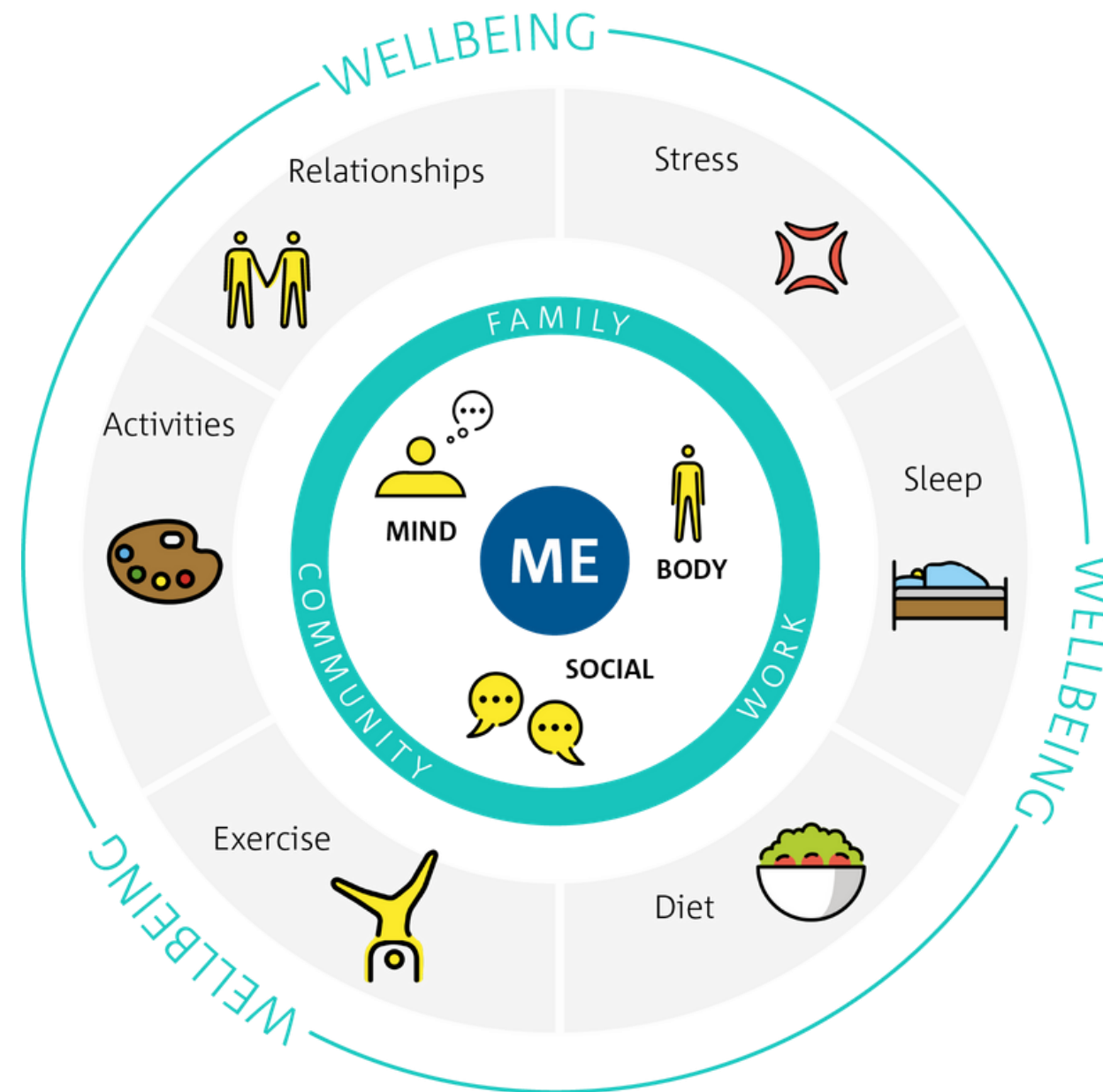
URGENT HELP NEED



# Features

01

Physical,  
Psychological  
and Social



02

Practical







# What we can do as an industry ?

In the same way we provide emergency devices on aircraft, we need to provide a range of emergency devices to help our wellbeing as an industry

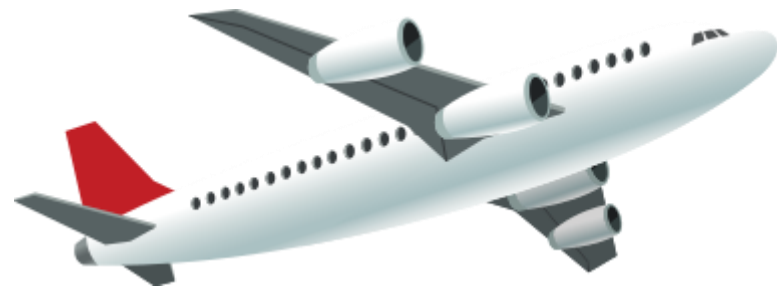
This is the role of a Wellbeing Culture

Beware of Burnout

Lead with Compassion

Make use of the Wellbeing Conservatory

Help People Through the Crisis (So They Come Back)



# What can you do yourself ?

## LOOK AFTER YOURSELF

It's why safety briefings tell you to fix your own mask first - you can help others best when you are feeling good.

Visit the Wellbeing Resource Hub - use and share the tools and information

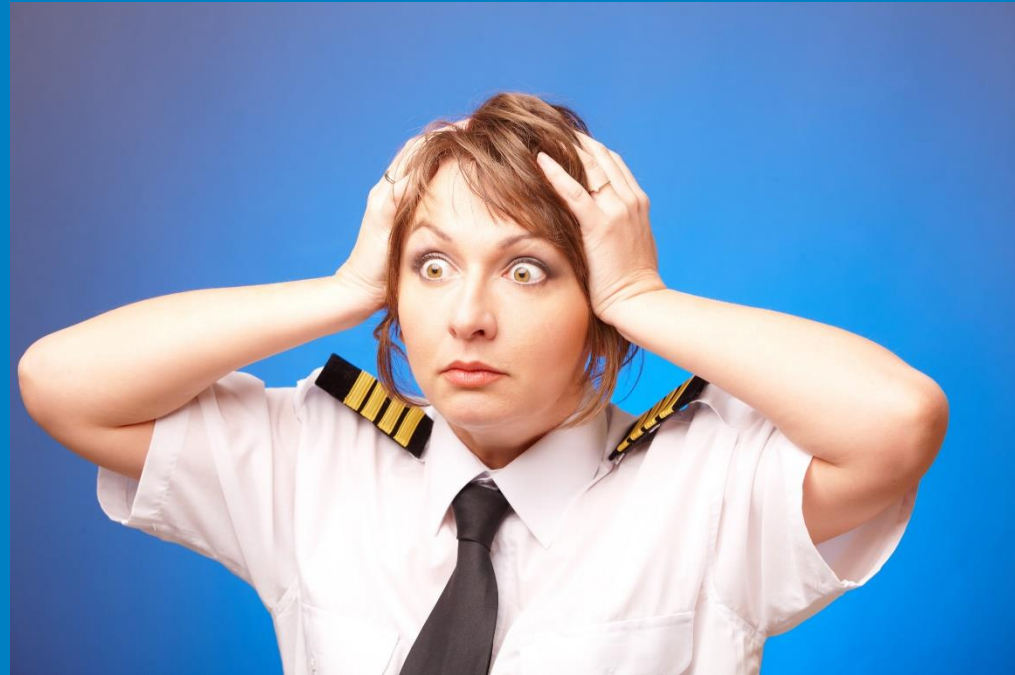
## GIVE HELP TO OTHERS

Start discussions and conversations with colleagues so that we can all support each other through these tough times and beyond.

Look out for others - make contact with friends and colleagues to see how they are coping and feeling.

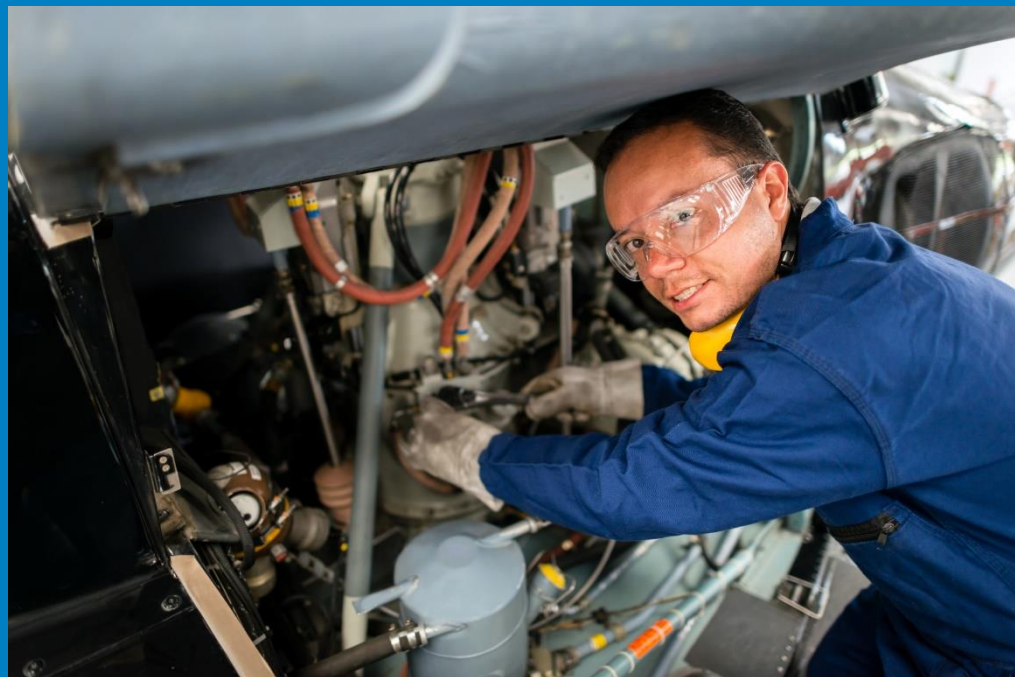


# Ongoing Work



## Wellbeing for the long term

Helping organisations with the implementation of Wellbeing as another part of a safety management system



## Maintaining skills and knowledge

With many people out of work, how do we maintain their skills and knowledge so they are ready to return to work



# "BE EXCELLENT TO EACH OTHER"

BILL AND TED

