

# Evaluation of the Wellbeing Premium Programme



West Midlands  
Combined Authority



You will have the chance to receive a Thrive at Work Wellbeing Award and be celebrated at an awards ceremony

**Register your interest at**

[wmca.org.uk/thriveatwork](https://wmca.org.uk/thriveatwork)

## **Aims of the evaluation**

The West Midlands Combined Authority (WMCA) has been commissioned, by the government to undertake a randomised control trial to evaluate the effectiveness of a programme to help Small to Medium Sized Enterprises (SMEs) to improve the health and wellbeing of their employees.

## **Which organisations are eligible to take part?**

Your organisation can take part if it has 10-250 employees and has a base in one of the following areas: Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, and Wolverhampton.

If your organisation is not eligible to take part in the trial it can still sign up to the Thrive at Work commitment via the Thrive at Work website [wmca.org.uk/thriveatwork](https://wmca.org.uk/thriveatwork) and be eligible for obtaining the Thrive at Work Wellbeing Awards.

## **Benefits of taking part**

Evidence suggests that organisations can see a financial benefit from investing in employee health and wellbeing through reduced sickness absence, staff turnover, and improved productivity and job satisfaction.

All organisations taking part in the study will receive the Thrive at Work Commitment, which is a health and wellbeing commitment for employers. They will also receive a supporting toolkit to assist them in making positive changes to the health and wellbeing offer to their employees.

All organisations will also have the chance to receive a Thrive at Work Wellbeing Award and be celebrated at an awards ceremony, if they achieve the Thrive at Work Commitment.



## What does the evaluation involve for organisations?

All organisations that take part in the trial will be assigned, at random, to one of four groups. Half the organisations will be assigned to intervention groups, the other half to control groups. Organisations will then undertake activities as follows:

- All groups will work to achieve the Thrive at Work Wellbeing Awards over a period of 12 months.
- The intervention groups will receive a financial grant (part upfront, part on completion) to help facilitate the improvements in their health and wellbeing offer to employees.
- Interviews of employers and employees will be conducted at various points through the trial.



## What are the dates for the evaluation?

The evaluation will take place between August 2018 and December 2019.

## Provision of data

Data protection regulations will be adhered to in order to protect the security of your information, and no individual organisations or employees will be identified in any reports arising from the research.

## What will happen to the results of the study?

Reports of the research will be written. Results of this study will also be written up as a manuscript for publication in a peer-reviewed

academic journal.

## How does my organisation take part in the evaluation?

Organisations that would like to take part in the evaluation should either register their interest via the Thrive at Work website at [wmca.org.uk/thriveatwork](http://wmca.org.uk/thriveatwork) or by completing the enclosed reply form, returning it to us in the pre-paid envelope provided by 14th September 2018.

## Growing healthier, happier workplaces

