



Building & Maintaining Standards

What Success Looks Like | Health Conference 2018



WHO ARE FLYNN....?

Flynn is a leading building and maintenance business in Ireland. As main contractors, we have delivered quality new-build and refurbishment projects in the health, education, housing, hospitality, commercial and retail sectors across the island for over 40 years.

A family run business, FLYNN prove SMEs can achieve Best in Class standards of H&S while improving results, reducing costs and enhancing wellbeing.

SUCCESS?

FLYNN consistently achieve results in safety, but realised that they could create a holistic safety culture by broadening the focus to include the health & wellbeing of its people and supply chain.



DIRECTION

FLYNN implemented a series of initiatives but with no single direction they were only making small changes to the business

IDEAS INTO A STRATEGY



DEVELOPED KEY PARTNERSHIP BETWEEN HR DEPT AND SAFETY DEPT

Key role in this strategy was the leadership from Paula Mc Gleenan



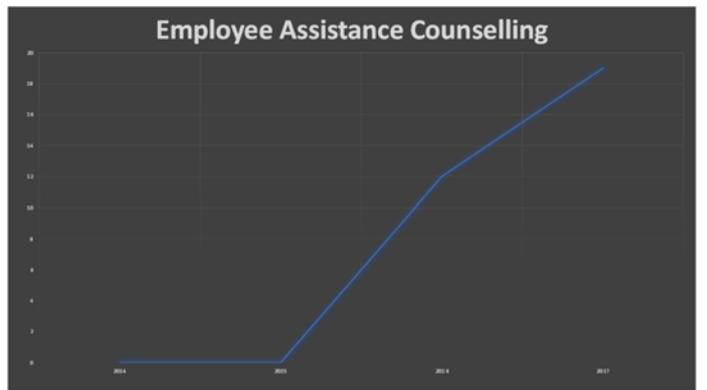


THE BOOST STRATEGY

Health Work Mind Home Community

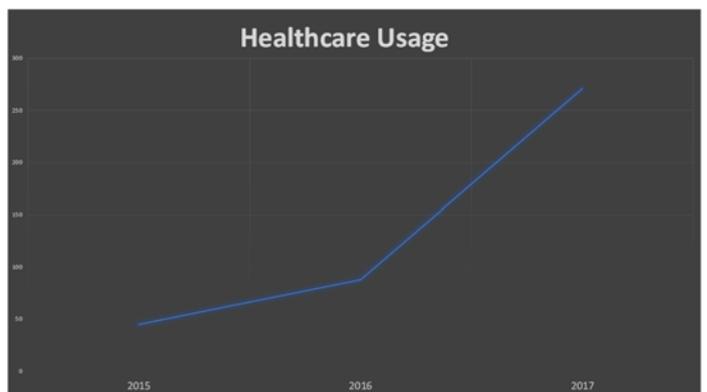
BOOST YOUR MIND

Mental Health Stress Counselling Addictions



BOOST YOUR HEALTH

Occupational Health Physical Fitness Health Plan Health eating



BOOST YOUR WORK

Occupational Hygiene



Training, Awareness & competency

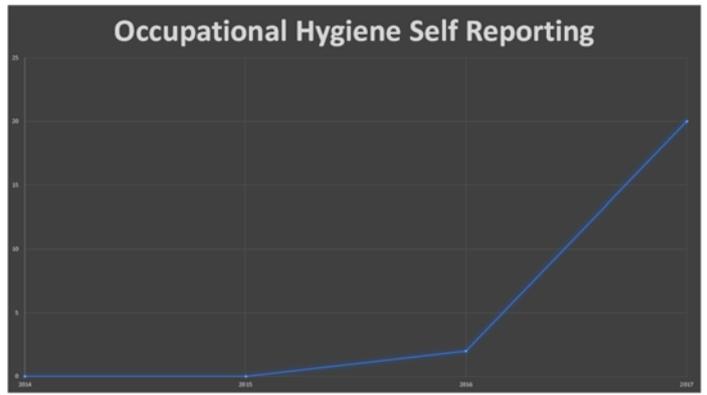


Employee Engagement



Workplace Controls





BOOST YOUR COMMUNITY

Social Responsibility



Supply Chain



Apprentices



Charities



BOOST YOUR HOME

Work Life Balance



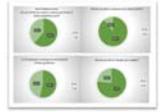
Family health

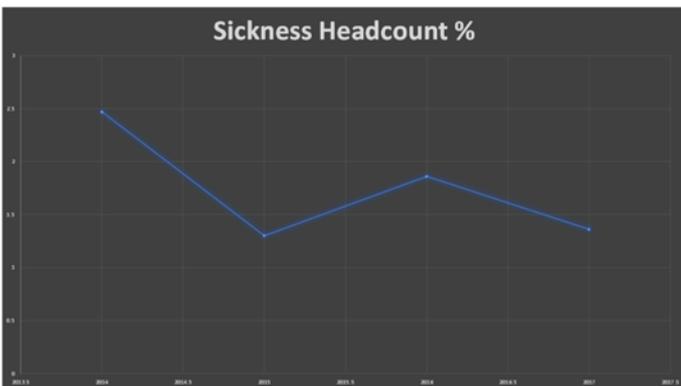


Financial Wellbeing



Monitoring





BOOST CAMPAIGN CALENDER

FLYNN BOOST Campaign Calendar		
July 2017	Cancer Focus Bus	1-2-1 sessions
August 2017	Financial Wellbeing NI	Seasonal Financial Well-Being (1-2-1)
September 2017	Health Shield	Information sessions on use of Health Shield & Health Shield Points
October 2017	Detox, Work & Me	Information sessions around the effects of alcohol
November 2017	Northern Ireland Ambulance Service	ECG, Heart health and Blood pressure checks
December 2017	Drugs & Alcohol Testing	Random
January 2018	Cancer Focus – Stop Smoking	8 week stop smoking clinic
February 2018	Inspire Wellbeing	Mental Health Awareness training for Managers
March 2018	Mindfulness Training	Good Mental Health Techniques

BoostUp - Recognition & Reward

Flynn aims to appropriately reward and recognise employees for their contribution.



CHALLENGES WE FACED

INFLUX OF REPORTING

By improving our employee Health declaration and providing education to our staff, we received an influx of health concerns.



DIFFICULT CONVERSATIONS

Our staff approached us with various mental health concerns.

Attending the Mental Health First Aid gave us the confidence to support these issues.



HOW DID WE CONVINCe OUR BOARD TO INVEST IN HEALTH STRATEGY?

MORAL OBLIGATION

- 397 new cases of occupational cancer
- 411 cases of respiratory diseases
- 15,000 work related stress



RISK REDUCTION

There was an initial fear that we were opening 'Pandora's box' to issues including claims.

We explained that the 'box' was already opened and it was our duty to reduce the risk and consequence as far as reasonably practicable.



STAFF RETENTION

We Sold the benefits of Health & Wellbeing through employee engagement



STAY AHEAD OF THE GAME

We believe that having an engaged, motivated and healthy employees gives us a competitive edge in the market.



RECOGNITION OF OUR ACHIEVEMENTS

