

# Affinity Health at Work Research Consortium

## 2023 Invitation Pack

Supporting workers through  
the cost of living crisis



# Introduction to the Research Consortium

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The Affinity Health at Work Research Consortium is a network of researchers, policy makers and employers who come together to improve the health and wellbeing of employees; and support organisations in their efforts to do so. Through the Consortium we aim to:

- Strengthen the evidence base for work, health and wellbeing;
- Share evidence, knowledge and best practice; and
- Bring together multi-disciplinary perspectives to prevent ill-health and promote and support health and wellbeing at work.

The Research Consortium, now in its 17th year, is chaired by Dr Rachel Lewis and Dr Jo Yarker, Managing Partners of Affinity Health at Work, a workplace health and wellbeing consultancy and research group. Through the Research Consortium, we have conducted ground-breaking and multi award-winning research relating to workplace health, wellbeing and engagement. For examples of this work, please see [here](#). Every year members set the research agenda for the coming year. Accomplishments of the Research Consortium include:

- The management competencies for preventing and reducing work stress, for the latest extension of this research see resources shared by the [CIPD](#).
- The development of the [Affinity Health at Work evidence hub](#), a free-to-access resource for professionals
- Research throughout the pandemic to examine approaches to support employee health and wellbeing through the pandemic. Read our report shared by [IOSH](#).
- The Wellbeing at Work Maturity Framework, aimed to simplify the process of supporting employee wellbeing



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# Benefits for members

Research Consortium members enjoy a number of benefits including:

- Quarterly masterclasses that provide both academic and practitioner speakers, sharing the latest knowledge and practice from experts across the globe
- Up to three people from your organisation can attend each masterclass – many of our members invite different people from their organisation depending on the focus of the masterclass
- Opportunity to network and share leading practice with like-minded professionals and key decision makers
- Potential to participate in and partner on priority research in work, health and wellbeing and co-brand reports and materials
- Early and immediate access to new research and evidence, including resource packs that collate the latest policy, evidence and guidance from across the field
- Opportunity to tailor research and guidance for your organisation.

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*In my role as Head of Workplace Wellbeing for a large and diverse government department, it's important to me to be at the cutting edge of workplace wellbeing, keeping up to date with the latest research and best practice. Being a member of the Research Consortium is a great way to do this because it enables me to tap into a wide range of academic and organisational knowledge, all in one place.*”

*Becky Thoseby, Ministry of Justice*

# Research focus for 2023

## Understanding how best to support workers with non-pay offers through the cost-of-living crisis

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The cost-of-living crisis, referring to the fall in 'real' disposable incomes, began at the end of 2021. It is forecasted to drop at the end of 2023, but not stabilise until 2024 (Bank of England). Between August and September 2022, 87% of households in the UK experienced an increase in their cost of living (ONS), with those in poorer households relatively harder hit.

For many organisations, offering pay incentives to support employees is untenable and instead are looking to implement a range of strategies, yet little is known about how these will be received or whether they will be effective in supporting those most in need.

This research takes an evidence-based approach, gathering data from affected employees, organisational stakeholders and policy leads, to best understand how employees can be supported through non-pay offers during the crisis.

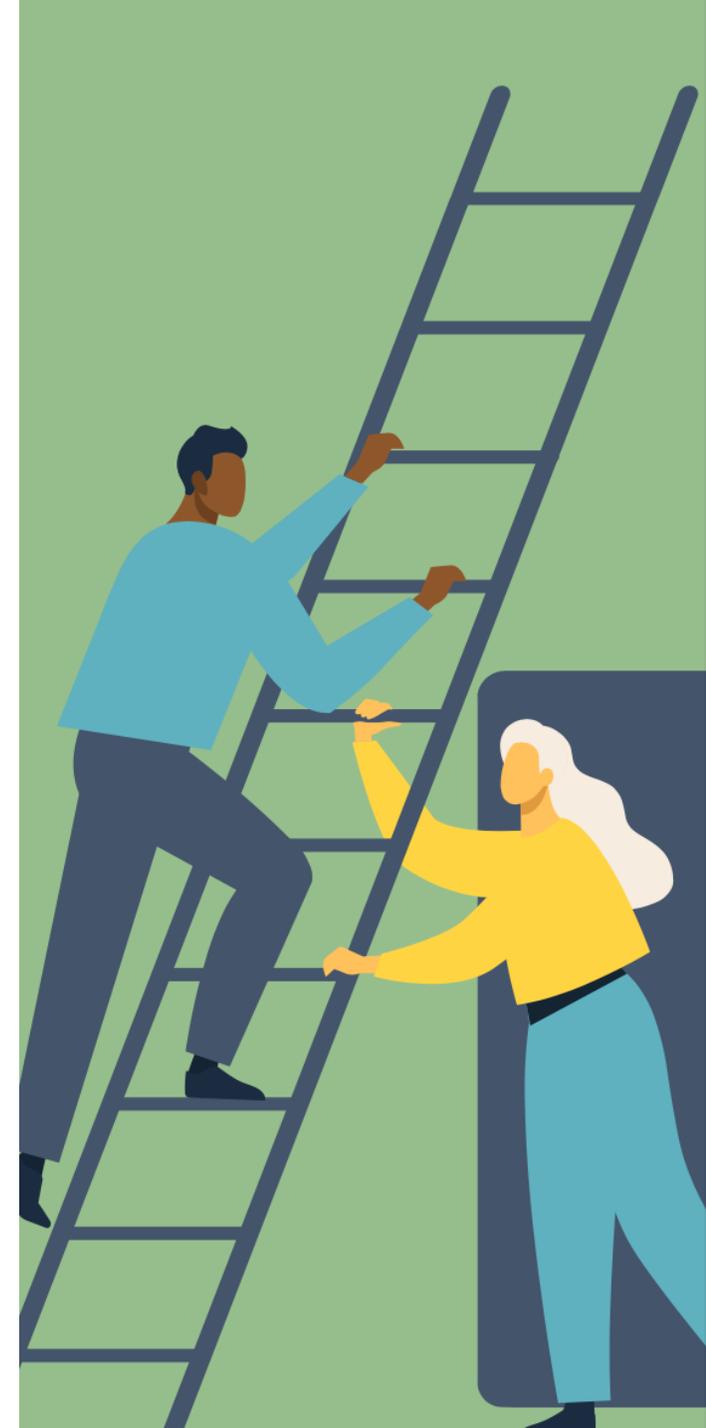
### This research project aims to:

- Enable organisations to better support their employees during this time of crisis.
- Provide examples of non-pay-offers that will be beneficial to employees far beyond the time of the crisis.



# Research approach and timelines

Timeline	Activity
Nov/Dec 2022	Research preparation and confirmation of participating organisations
January 2023	<b>Systematic rapid evidence review</b> looking at both academic and practitioner literature around non-pay offers and incentives for lower paid workers
February - March	<b>Organisational data capture</b> including: a) focus groups with employees, b) round tables with organisational stakeholders (HR/EDI/Unions/Senior Leadership), c) short 'pad' pen-and-paper survey, and d) analysis of existing offers and benefits
March	<b>Two round tables with thought leaders</b> including champions, policy makers, forums, membership bodies, stakeholder and advocacy groups
May	<b>Interim report</b> to share ideas for supporting cost-of-living, barriers and facilitators
September	<b>A round table with Research Consortium</b> members to capture learnings and evaluations of activities <b>Top-up literature review</b> to identify any new literature to inform learnings <b>Optional additional follow-up focus groups with employees</b>
November	<b>Production of a report and recommendations to support organisations to better support their workers during the cost-of-living crisis</b>



# Costs for consortium membership

Membership level	Cost	Benefits
Organisational membership	£6,000 per year	<ul style="list-style-type: none"> <li>• Opportunity to participate in research projects (and further opportunities to develop tailored research and resources for your organisation)*</li> <li>• Co-branding on research reports and outputs</li> <li>• Co-branding on white papers on priority issues</li> <li>• Organisational report for your organisation on how best to support your workers</li> <li>• Early and immediate access to research</li> <li>• Any three people from your organisation attending each of the four masterclasses</li> <li>• Quarterly resource pack</li> </ul>
Individual membership	£1,000 per year	<ul style="list-style-type: none"> <li>• Attendance at four masterclasses</li> <li>• Quarterly resource pack</li> <li>• Early and immediate access to research generated by research partners</li> </ul>

*\*Opportunities for participation in 2023 research overleaf*



## 2022/2023 Masterclasses

**8th December 2022**

Managing wellbeing for hybrid workers  
(in person)

**23rd March 2023**

Wellbeing messaging – Getting the message out in an age of information overload (remote)

**15th June 2023**

Learning about supporting employees through the cost-of-living crisis (in person)

**14th September 2023**

Bringing together inclusion and wellbeing (remote)

**7th December 2023**

Senior leadership in the context of health and wellbeing (in person)

# Costs for research participation

Included within consortium membership, at no additional cost, for those that would like to participate in the research is:

- a roundtable with key stakeholders in your organisation (for instance HR, union representatives and senior management)
- analysis of documentation and data (such as reward and benefits) – up to 5 documents
- two focus groups of up to 10 employees
- analysis of a short 'pad' survey including three open-ended questions which will be left in staff rooms/break rooms and,
- the provision of an organisational report detailing your provision, how it has been received, what employees would find useful, and recommendations drawing from wider research that aim support workers with non-pay offers.

Optional extras	Cost	Description
Additional data capture	£750 per focus group £750 per round table £100 per additional document	You may like further data capture activities, for instance to include all areas of your business or particular employee groups, for sponsorship of specific stakeholders in your sector and/or as a follow-up evaluation of the provisions you have put in place.





# Next steps

For more information and to speak about your organisational requirements, please contact:

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