



# Commercial Insurance Profile

## January 2023

### Workplace Trends for 2023

Workplaces across the globe faced unprecedented challenges during the COVID-19 pandemic. And just as the dust began to settle, 2022 brought a host of new challenges. Soaring energy prices and supply chain issues were thrust upon organisations, many of which were still getting to grips with the post-pandemic world, including a surge in remote and hybrid working. Some of last year's concerns are expected to continue. Regardless, it's wise to analyse both current and future trends to stay ahead of the curve. Workplace trends to monitor include the following:

- **Tight labour supply**—Last year's job vacancies hit record highs, and available positions outnumbered workers seeking jobs. As such, organisations struggled to find and appoint talented employees. Heading into 2023, this trend looks set to continue. With businesses looking to cut costs, there may be limited options to attract workers with substantial salary offers. Instead, organisations need to consider other ways to bolster retention efforts, including offering career growth and learning opportunities.
- **Work-life balance**—Working through the COVID-19 pandemic left many employees on the brink of burnout. In response, countless workers left their job positions in search of a better work-life balance in a movement termed the "Great Resignation." Workers will continue to expect flexibility in 2023, and organisations can benefit from embracing this pattern. In fact, 64% of UK employees will go above and beyond for a company if it facilitates sufficient work-life balance, according to a report by experience management company Qualtrics.
- **Remote work**—The trend towards remote and hybrid work is here to stay. However, for remote work to remain successful, it's vital that workers don't feel isolated. This year could see organisations take advantage of the growing technological tools in this area. Virtual office tools and platforms can help employees socialise and may address workforce connectedness.
- **Mental health initiatives**—The last few years have taken a toll on employee well-being. In fact, approximately a third of adults and young people have seen their mental health worsen since March 2020, according to mental health charity Mind. As such, mental well-being initiatives will remain crucial for employers to support their workforce heading into 2023.

For further workplace trends and strategies, contact us today.

## Encourage Proper Ergonomics for Remote and Office Workers

With remote and hybrid work a prevalent practice, it's essential that organisations consider the health and safety of workers in these arrangements. Ergonomics is the study of the relationship between people, their work and their environment. Whether they are in office spaces or at home, employees should have workstations that promote proper ergonomics to help their bodies move in natural ways and reduce stressors that might cause pain. The most common types of pain related to poor ergonomics (eg improper posture, excessive force, repetitive motion and contact stress) result from strains on the neck, lower back, shoulders, elbows, wrists, hands and eyes. Furthermore, poor ergonomics can often lead to more serious injuries or long-term health conditions.

To help employees avoid pain, injuries and health issues caused by poor ergonomics, share these tips:

- **Use proper posture.** In order to have good posture while working at their desks, employees should keep their necks upright with their screens at or slightly below eye level. Any monitors should be at least 50 centimetres from the eyes. Elbows should be kept at the sides of the body and at a right angle to the keyboard, while wrists should be kept in straight or neutral positions to avoid stressors on the nerves.
- **Avoid excessive force.** Employees should make an effort not to grip their computer mouse too tightly or type in the same positions for too long.
- **Take breaks to stretch.** Performing simple hand, wrist, back and neck stretches throughout the day can help employees prevent ergonomic issues.
- **Ensure adequate lighting.** Lighting is important for any workspace to prevent eye strain. Employees should make sure their spaces have good general lighting and avoid any type of screen glare.
- **Have a dedicated workspace.** Remote employees don't always have all the equipment they would normally have in an office. As such, these employees should have areas in their homes dedicated to their work. They should also avoid working while lying in bed, on the sofa or in other locations that don't offer proper support.

For more workplace well-being tips, contact us today.

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