

MAKING YOUR TEMPS FEEL PART OF THE TEAM



Over the last few years, the workplace has evolved to place more reliance on a flexible workforce. Extensively used in certain industries, such as construction, engineering and technology, many companies also take advantage of the benefits of temporary staff to manage the ebbs and flows of a seasonal business pattern. And we can guess that there may be an increase in such positions as businesses tentatively look at their staffing levels when we start to get the pandemic under control.

As we all wrestle with the third national lockdown, the mental health of our workforce has never been more precarious. With a quarter of all health issues in the UK being connected to mental health, it was already an issue that many employers recognised as crucial to address. Throw in the continuing pressures of the pandemic – the worries over money, unemployment concerns, juggling home working and child care – and it feels like support for mental health has never been more important.

Indeed, 'wellness' is one of the fastest-growing markets globally, worth an astonishing £3.3 trillion—the evidence supporting the belief that workplace schemes positively influence employees' health and wellbeing is mounting.

TEMPORARY WORKERS MISS OUT

Whilst many companies offer wellness services to their directly employed staff, temporary colleagues often miss out on any workplace initiatives and support.

This is exacerbated by the fact that often, temps do not get the same amount of recognition as the permanent team. A common complaint is that they feel unappreciated and uninvolved – they don't get invited to meetings or social events, for examples. Or their input is not sought on projects; instead, they are left to do the more menial tasks.

All of this is a concern, as research reveals that they are the very people who are likely to feel even more isolated and disconnected during the pandemic. Surely responsible employers will view their wellbeing as just as important as that of permanent employees?

BUT THE CHALLENGE IS HOW TO MAKE THEM FEEL INCLUDED AND VALUED

One way to address this is to include temporary staff in a strategy that helps to maintain a culture of wellbeing. This will not only contribute towards keeping them healthy and productive but will ensure they do not feel like second class workers and keep them engaged with your brand.

The challenge, of course, is that you may not be set up to provide such benefits directly. If that's the case, it makes sense to look for a trusted partner who can deliver wellbeing benefits to temporary workers on your behalf.

Remus Rewards takes the subject of mental health very seriously. We provide a wide range of tools, available on our platform, that promotes various areas of wellbeing.

These include support for personal health such as an always-available GP helpline with online face to face consultations, free eye tests, online fitness videos and discounted gym membership.

Relieving the stress of financial worries is also addressed, with access to free credit reports, specialist contractor mortgages, financial planning services, zero commission foreign currency purchase and a health cash plan. Stress and anxiety can be helped with our online mindfulness course.

Full details can be found [here](#).

Do get in touch to have a discussion about the range of services we have available and how we can build you a programme to support your temporary workers.