

SALTWATERHR



WINTER WELLBEING TIPS FOR SMALL BUSINESSES

As the colder months arrive, many small businesses face challenges keeping teams healthy, motivated and productive. Here are practical, low-cost ways to support employee wellbeing through winter.





HEALTH & COMFORT

- Keep the workplace warm and well-ventilated. Balance comfort and air quality to reduce the spread of illness.
- Offer flu jab support. Reimburse staff for flu vaccines or share local clinic information.
- Encourage good hygiene. Regular cleaning of shared spaces and easy access to tissues, wipes, and sanitiser.
- Stock small comforts. Tea, coffee, and soup options help lift spirits on grey days.



ENERGY & MORALE

- Host small morale boosters. Hot chocolate afternoons or winter breakfasts can bring warmth and connection.
- Be flexible with start times. Shorter daylight hours and difficult commutes can be draining.
- Acknowledge the winter slump. Set realistic expectations and celebrate small wins.



WELLBEING & MENTAL HEALTH

- Encourage annual leave. Rest matters – remind people to use their remaining days.
- Normalise mental health conversations. Check in regularly and signpost support like EAPs or local wellbeing services.
- Promote daylight breaks. Encourage lunchtime walks or outdoor breaks to boost mood and energy.



FLEXIBILITY & FAIRNESS

- Review hybrid and homeworking. Consider heating costs, commuting pressures, and what's most supportive for each person.
- Plan for disruption. Have a fair, flexible policy for snow days or travel issues.
- Support carers. Be understanding about family illness or childcare challenges during winter.



COMMUNICATION & CULTURE

- Lead by example. Managers who rest when unwell and take breaks set the right tone.
- Keep communication human. A genuine “how are you doing this week?” can go a long way.
- Reflect and prepare. Use the quieter winter months to gather feedback and plan for the year ahead.
- Cross-train where you can – Ensuring team members can cover basic aspects of each other’s roles keeps work flowing if someone is off sick.

THE TAKEAWAY

Supporting wellbeing in winter isn't about grand initiatives.

It's about small, consistent actions that show care, build trust, and keep people well enough to do their best work.