Post Covid - 19 recovery relies on workplace wellbeing.
Workplace Wellbeing
Team Number: 14

Team Members

- **Ashish Pandya**
  Project Manager, Sustainability Ideas
  City, Japan

- **Ceili Murphy**
  Ast. Design Director
  GHD Woodhead
  Auckland, New Zealand

- **Devanshi Patel**
  VP, Workspace Design & Build
  ANSR
  Bangalore, India

- **Parul Mittal**
  Director
  Parul & Associates
  Bangalore, India

- **Priya Shyam**
  Design Principal
  Dsync Architects
  Bangalore, India

- **Satish Sharma**
  President - Sales & Marketing
  Featherlite
  Bangalore, India

- **Shuchita Gupta**
  Head - Sustainable Solutions
  Space Matrix
  Bangalore, India

- **Sujatha Naren**
  General Manager
  Avon Contracting
  Quatar
Workplace Wellbeing is multifaceted and complex.

An active process of becoming aware of and making choices towards a healthy and fulfilling life....

“Wellness is a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity.” – WHO

Well V2 encompasses the below + Innovation

- Air
- Water
- Light
- Nourishment
- Movement
- Thermal Comfort
- Sound
- Materials
- Mind
- Community

Covid-19 has pushed us to physically isolate and digitally connect more than ever. It has forced everyone to redefine how they work, and question what a workplace should look like.

How will Workplace Wellbeing be defined now?

The Maslow’s hierarchy of needs was redefined in context of a Workplace by Karlyn Borysenko.

The Workplace was established at the core of personal wellbeing, reconfiguring focus on creating safe, secure, engaging spaces.

Karlyn Bosenko’s reinterpretation of Maslow Hierarchy
Post Covid - 19 a Synchronised powerplay is required between Governance, Organisations and Individuals to re-institutionalise Health and Wellness at Workplaces.

Our group deliberated & focussed on primary aspects required at the Workplace to reinstate Wellbeing.

In a post COVID scenario, should such a pandemic arise again, workplace users need to feel safe and secure.

In this context, upon deliberation across various facets of workplace wellbeing, the following aspects were found to be most important for further study:

- Good quality indoor air to feel safe,
- De-densification in all areas to ensure physical distancing,
- Common area solutions to maintain hygiene,
- And above all Individual wellness to conquer this pandemic!
The combined role of **Resistance Readiness** and **Resilience** through **Planning, Policy** and **Products** has been reviewed leading to **Recovery** of Workplace Wellbeing.

In aspects of Indoor Air, Workzones, Common areas and Individual wellness.
A research suggests - “Improved Indoor Air Quality = Improved Cognitive Function”

Resistance and Planning

- Have constructive dialogues with public bodies
- Introduce mitigation schemes
- Enhance the microclimate e.g., bio-cover, green roofs, etc.
- Establish air monitoring control system
- Leverage technology for flexible future proofing and scalable operation

Readiness and Policy

- Establish guidelines for clean air.
- Ensure air performance parameters
- Wellness teams to spread awareness about clean air
- HR teams to institutionalise resilient protocols

Resilience and Product

- Take sustainable passive design solutions
- Active control measures for indoor air e.g., ventilation, RH and temperature, UVGI, etc.
- Active monitoring of data to address deviation
- Resilient cleaning protocols
3Rs: De-densification of Workspaces

Resistance and Planning:

- Review
  - Assess Metrics of Workstations v/s Collaborative space required.
  - Assess Flexibility potential of the space
  - Movement patterns of occupants.

- Maintain User Data Log of all spaces

- Plan for Tech enabled solutions
  - Introduce occupancy sensors
  - Hygiene alerts through speakers and monitors at strategic locations

- Create Solutions to reduce germ Interface
  - Provide disposable sheets
  - Add Temporary Screens ie. writing boards and biophilia.
  - Create isolation zones in case of Emergency

- Collate interface Matrix
  - Collate Matrix of daily weekly and monthly interface log of workplace users and allocate staggered time schedules
  - Map affinity diagrams of users

- Incorporate occupancy Mapped seating
  - Avoid Hot desking & Fixed desking
  - Direct Unidirectional movement of occupants.

Visual examples
3Rs: De-densification at workspaces

Readiness and Policy:

- Circulation pattern guideline
- Self care to manage in and out of office
- Seating guidelines
- Dos and Don’t around seat assigned
- No personalization of seats
- Meeting / collaboration space usage policy
- Work Shift guidelines

Resilience and Products:

- Occupancy mapping
- Distance mapping
- Products that are either Self-sanitizing or with minimal sanitization requirement between usage
- Agile isolation zone creation
- Partition products for existing space seat segregation

A research suggests about “80% of infections are transmitted by touch”
3Rs: Common Areas solutions
Resistance and Planning

Segregated Zones for Visitors in all areas

Create Solutions for Disinfection
- Provide Disinfection tunnels at all entrances
- Add Temporary Screens in Reception zones
- Provide foot operated Sanitizer stations

Touch free interface & Sanitation Protocols
- 3d printed hand held device
- Regular cleaning

Maintain User Data Log and contact traceability of all visitors

Plan for Tech enabled solutions
- Mobile configured to use lift buttons
- Sensors and Alarms for occupancy overload in all common areas and cafeterias.
- Solutions for staggered dispersal.
- Visitor management solutions

Parcel & Cafeteria Management
- IN/OUT boxes at entrance lobby
- UV box for disinfection
- Disposable plates & Cutlery
- Foot operated Hydration points.
- Separate hygiene stations

Visual examples
Readiness and Policy:

- Visitor management policy
- Ensure occupancy of meeting or collaborative spaces is < 50%
- Training and communication to employees
- Limited usage guidelines for cafeterias and meeting rooms
- Follow regular cleaning as per hygiene checklists

Resilience and Products:

- Sanitization tunnels, temperature check kiosks
- UV disinfection equipment for couriers, documents etc
- Floor and wall signages for segregation & safe distancing
- Occupancy sensors with alarms
- Wellness kits containing PPEs and tools like 3D print multi-purpose tool
- Apps for cafeteria and meeting bookings
- Foot operated sanitization units

"I don’t see why if I can tell Siri to call my wife, or my remote to cue up Netflix, I couldn’t tell an elevator to take me to the 10th floor."

architect Kobi Karp.
Individual Wellness

Yoga...
An Everyday Ritual not an isolated incident

Have I got my Vitamin D today?

All Happiness depends on a nourishing Breakfast

Jogs Carpool to save money, reaches work on time

Walk the Talk... from Disinfection Tunnel to stairs

NAMASTE...

Digital is the new Real!

There is always a Healthy choice!

Those 20 SECONDS...

Biometric Redefined! Just your FACE is enough!

Elevators...
Try to be touch free!!

Dinner with Family... Friends on Zoom?
“People don’t resist change, they resist being changed”

Peter Senge
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