

6 January 2016**Agenda Item: 6**

REPORT OF DIRECTOR OF PUBLIC HEALTH

THE NOTTINGHAMSHIRE 'WELLBEING@WORK' WORKPLACE HEALTH AWARD SCHEME

Purpose of the Report

1. The purpose of this report is to update the Nottinghamshire County Council Health & Wellbeing Board about the Nottinghamshire County Council 'Wellbeing@Work' Workplace Health Award Scheme and provide recommendations as to how the board can support aspects of this scheme.
2. The Nottinghamshire Health and Wellbeing Strategy (2014/15) has identified Workplace Health as a priority initiative that will encompass a range of lifestyle related benefits across our local workplaces, with the aim of improving health and well-being and promoting active engagement. This was supported by a Health and Wellbeing Board workshop session held during early 2013.

About the scheme

3. This scheme acts as an umbrella for a range of public health and wider health determinant related priorities to be implemented across our adult working age population and their wider families and peers. In the current financial climate where resources are scarce and the needs of the population is growing, putting more pressure and health and social care services, the scheme aims to encourage people to take more responsibility for their own health and well-being; making health 'everybody's business'.
4. It encompasses a very effective 'community development' model, whereby people in the workplace are trained in the nationally accredited RSPH (Royal Society of Public Health) level 2 health trainer training, followed by acting as health trainers in the workplace. This model is beneficial in terms of encouraging people to take more responsibility for their own health and well-being. The adult working age population in workplaces signed up to this scheme will have significantly improved health and well-being outcomes as a result of the adoption of healthier lifestyle options in a supportive working environment.
5. The scheme also brings together a large network of interested businesses and provides robust information on the importance of health and well-being, promoting local business as exemplary employers and improving their public image.
6. In future, it is intended that promotion of the scheme will be led at the district and borough level to ensure a sustainable approach to wider roll-out of the scheme.

Background and context

7. The Nottinghamshire County 'Wellbeing@ Work' Workplace Award Scheme builds on the Bassetlaw Workplace Health model, which has been in place since 2010. The revised model incorporates an additional 'Platinum' level award, building on the original Bronze, Silver, Gold and Maintenance levels; this is to acknowledge a level that focusses on enhancement and development of the workplace's policy towards healthy workplace culture and exemplary managers in the workplace. The scheme, led by Nottinghamshire County Council Public Health department, has been devised using a triangulation of available evidence, including the evaluation findings of the Bassetlaw workplace health model, supported by the latest available evidence base and stakeholder feedback from the April 2014 stakeholder event. The main aim is to work across key partners in statutory, private, voluntary and community businesses to effectively reduce absenteeism and 'presenteeism' across our workplaces. It is also in line with the national 'Change for Life' programme, engaging the adult working age population, using the workplace as a setting to promote healthy lifestyles and a sustainable health working culture and environment.

Strategic context

8. The World Health Organisation considers workplace health as one of the priority settings for health promotion into the 21st century because it influences physical, mental economic and social well-being and offers an ideal setting and infrastructure to support the promotion of health of a large audience. The Luxemburg Declaration states that health and well-being of employees at work can be achieved through combination of:
 - a: improving the organisation and the working environment
 - b: promoting active participation
 - c: encouraging personal development¹
9. Nationally, the 'Change 4 Life' campaign aims to encourage people to adopt healthier lifestyles to improve general health and well-being of themselves, their families and peers.
10. Workplace health links to the following domains of the Public Health Outcomes framework:
 - a. Improving the wider determinants of health
 - b. Health Improvement
11. The Marmot Review has an objective to create fair employment and good work for all, as being in good employment is protective of health and conversely unemployment contributes to poor health. The review also stated that insecure and poor quality employment is associated with increased risks of poor physical and mental health. One of the policy recommendations is that guidance on the implementation of stress management and the effective promotion of well-being and physical and mental health at work is required.²

Why focus on the workplace?

12. In general terms people spend a large part of their lives at work, which makes who you work for, the environment in which you work and who you work with vitally important. Being out of work is associated with poorer physical and mental health and well-being and for all age groups working can be deemed to be better for health and well-being than not working.

13. There are large costs associated with ill-health as a result of the workplace, associated with loss of productivity and to the general health and well-being of employees. Nationally, 131 million days were lost due to sickness absences in the UK in 2013. In her report, Dame Carol Black estimated that the annual economic cost of ill-health in terms of working days lost and worklessness was over £100 billion, which is equivalent to the annual running costs of the NHS.
14. The most common reason given for sickness absence, accounting for 30%, was minor illnesses which cover sickness such as cough and colds. This type of illness tends to have shorter durations and accounted for only 21% of the total days lost, whereas the greatest number of days lost were actually due to musculoskeletal problems in 2013, at 30.6 million days lost. Mental health problems such as stress, depression and anxiety resulted in 15.2 million days lost.¹
15. In the East Midlands during 2011/12, an estimated 2.5 million days were lost (full-day equivalent) due to workplace injury and work-related ill health. This equates to an average annual loss of an estimated 1.4 days per worker³.

The benefits of promoting health in the workplace:

- Positive effect on the wealth of your business and employees
- The workplace can demonstrate exemplary practice by leading on the area of promoting positive health and well-being of its employees
- fewer absences/presenteeism (attending work when not fit or able to work productively)
- greater effectiveness
- increased productivity
- reduced turnover
- reduced recruitment costs
- happier, more motivated workforce who feel valued.

Expected outcomes of the Nottinghamshire County 'Wellbeing@ Work' Workplace award scheme

16. The expected outcomes from this model being established and delivered across the county are:
 - The adoption of healthier lifestyles of the workforce in addition to their families and peers.
 - A significant reduction in absenteeism and presenteeism.
 - Building resilience in the workforce.
 - Effective leadership in the workplace to support stress reduction across employees.

There will also be additional benefits resulting from work connected with the scheme:

- Achieving active engagement of local population via the recruitment and training workplace health champions. At least 60 new champions are engaged annually and those already signed up will benefit from increasing their skills base.
- More joined up services via the partnership working aspect of the scheme.
- Supporting the local delivery of the Public Health Outcomes Framework, especially in relation to obesity, physical activity, mental health and smoking cessation.
- Supporting the attainment of targets detailed within the Strategic Tobacco Alliance 2012-15 action plan and the 2014 Tobacco Declaration.

- Supporting the attainment of Nottinghamshire Substance Misuse Strategy.
- Supporting the local authority with implementing health and safety guidelines within workplaces.

How workplaces are engaged and work through the scheme's toolkit

Initially the workplaces are contacted by the public health policy lead. The scheme aims to work across two levels: workplace culture and lifestyle improvement. To participate in the scheme, workplaces need to:

- Complete the 'About You' workplace questionnaire
- Agree to and sign The Workplace Health and Wellbeing Memorandum of Understanding
- Appoint a coordinator, who will be the key point of liaison with the public health policy lead, develop the activity required and portfolio of evidence. The coordinator should also nominate colleagues to be trained and act as workplace champions.
- Formally launch the scheme in the workplace
 - Distribute the employee wellbeing survey to all staff with an minimum of a 10% return
 - Agree to use the Nottinghamshire County Council 'Wellbeing@Work' Workplace Health Award Scheme logo and brand to ensure consistency of approach.

17. The workplace then commences working through the stages of the awards, with up to eighteen months allowed to work through each stage. The Award Scheme comprises 5 attainment levels across 5 themed areas with a tiered approach as shown in Table 1 below.

Table 1 Wellbeing@Work Award Scheme

Award Level	Intervention Tiers
Bronze	Health Promotion and Information
Silver	Health Development
Gold	Enabling and increasing access to local wellbeing services
Platinum	Policy changes and culture changes
Maintenance	Demonstrate continuous commitment to improvement and development of health and wellbeing in the workplace

18. The 5 key themes are:

- Substance Use/Misuse:** tobacco use, alcohol and drugs/substances.
- Emotional Mental Wellbeing:** stress, anxiety, depression, spiritual and emotional wellbeing.
- Healthy Weight:** healthy eating, physical activity, sport and weight management.
- Protecting Health:** cancer, sexual health, health checks, domestic abuse and immunisations.
- Safety at work:** Health and Safety in the workplace.

Update on progress

19. Since the scheme was launched across Nottinghamshire, 24 workplaces have signed up to the scheme, in addition to 14 organisations from the original pilot model. There is now a total of 239 active workplace health champions being trained as accredited health trainers. Table 2 below gives a summary of progress, to include awards gained since the onset of the county model.

Table 2 Current levels of stakeholder engagement

Category	Numbers
Total Workplaces engaged	38
Current number of active RSPH trained champions	239
Achieved bronze award (2015)	5
Achieved silver award (2015)	1
Achieved gold award (2015)	1
Achieved platinum award (2015)	2
Achieved Maintenance (2015)	2

20. A full list of workplaces involved in the scheme is shown at Appendix 2. Coordination of this work is through a County-wide Workplace Health Strategy Group. Collaborative working with providers of Public Health and CCG commissioned services has enabled delivery of some training and support for the workplace health champions. This utilises existing resources more effectively and supports providers to meet their targets to access the working age population. It is also a sustainable way to encourage shared ownership and commitment to the scheme.
21. In addition to training champions in the RSPH level 2 accredited Health trainer training, there have been some further training opportunities offered:
- 30 champions have received Motivational Interviewing training
 - 20 champions have been trained in mindfulness and resilience techniques
 - 75 champions have had 'Mental Health' awareness training, in order to equip them with key knowledge around areas of mental health, how to support people effectively and how to refer into local services. There are four further courses planned for January to March 2016
22. By the end of 2015 the scheme will be reaching over 35,000 of the working age population in Nottinghamshire and 360 people will have been trained as accredited health trainers since the start of the initial scheme in Bassetlaw in 2010.

Next Steps

23. Several more Nottinghamshire workplaces are currently considering the option of joining the scheme. The main focus for the coming year will be to take forward a district council led approach to local workplace sign up. Public health leads will work with district council workplace coordinators to sign up workplaces in each district and borough. Priority will be given to the workplaces in the most deprived areas of the county. Targets for sign up will be set based on the time commitments allowed for the district council coordinators. District council roll out has already commenced in Ashfield and Newark and Sherwood districts.
24. The provision of training courses will be reviewed in 2016, with the aim of developing a sustainable delivery mechanism within the county.

25. It is expected that there will be a workshop held early 2016 to investigate how resilience can be viably taken forward more effectively across the workplaces engaged.

Other Options Considered

26. Not applicable

Reasons for Recommendations

27. To further promote and gain support for the scheme

Statutory and Policy Implications

28. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATIONS

The board are asked to:

1. Note the progress of the Wellbeing@Work scheme and to request a progress report in 12 months' time
2. Support and encourage the extension of the scheme through district level implementation across all areas of Nottinghamshire and promote the scheme within all HWB constituent member organisations as exemplars.

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Constitutional Comments

This report is for noting only.

Financial Implications (KAS 10/12/15)

There are no financial implications contained within the report.

Background Papers and Published Documents

Previous report to the Health & Wellbeing Board in 2013

Electoral Divisions and Members Affected

All

Appendix 1 – Current list of the 24 agencies signed up to the 2014 county workplace scheme

- Annurka
- Ashfield District Council
- Direct Mail Operations (dstoutput).
- Doncaster & Bassetlaw Hospitals Trust
- Everyone Active to include: Edgewood, Festival Hall, Selston, Hucknall, Lammas, Huthwaite leisure centres.
- Everyone Health
- Gedling District Council
- Mansfield District Council
- Newark & Sherwood District Council
- Nottingham north East CCG
- Nottingham University
- Nottinghamshire Fire & Rescue
- Nottinghamshire Healthcare NHS Foundation Trust
- Nottinghamshire Women's Aid
- Nottinghamshire Women's integrated Services
- Rushcliffe CCG
- Rushcliffe District Council
- Thompson Reuters
- Welcome Foods

Workplaces signed up to the original Bassetlaw Scheme:

- Bassetlaw Action Centre
- Bassetlaw CCG
- Bassetlaw District Council
- BCVS
- BPL Retford
- BPL Worksop
- EATONS
- EDF Energy
- Focus Accounting
- North Nottinghamshire College
- Solway foods
- Sparken Hill Primary School
- Westvilla Care
- Wilkinson's

References

¹ Office for National Statistics (February 2013) Absence in the Labour market

² Dame Carol Black (2008) Working for a Healthier Tomorrow

³ Health & Safety Executive (2013) Health & Safety in the East Midlands

⁴ Nomis, Office for National Statistics

<http://www.nomisweb.co.uk/reports/lmp/la/1941962811/report.aspx?town=nottinghamshire>

⁵ Luxembourg Declaration on Workplace health promotion in the European Union. 1997.

⁶ Marmot (2010) Fair Society Healthy Lives

Appendix 2 -Status of workplaces engaged to date

Organisation	Status	Bronze	Silver	Gold	Platinum	Maintenance	Tobacco Signed Declaration	Approximate No of current champions trained
ANNURKA (Workshop) (CM)	Working towards Bronze							3
Ashfield District Council (CM)	Achieved Bronze 2015	Jun-15					Jul-15	8
Barnsley Premier Leisure (Retford)	Gold achieved March 2014			Mar-14				5
Bassetlaw Action Centre	Maintenance achieved March 2014 org on hold due to staffing pressures					Mar 14		17
Bassetlaw Clinical Commissioning Group	Maintenance achieved 2015					Jun-15		6
Bassetlaw District Council	Maintenance- not submitted June 2015							5
BCVS	Maintenance achieved March 2014					Mar-14		7
Broxtowe DC (CM)	Decision not to sign up 2015							
CRI	To sign up early 2016							
Doncaster & Bassetlaw Hospitals Trust D&BHT (CM)	Achieved Bronze 2015	Jun-15						21

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Organisation	Status	Bronze	Silver	Gold	Platinum	Maintenance	Tobacco Signed Declaration	Approximate No of current champions trained
Direct Mail Operations (dstoutput) (CM)	Working towards Bronze							1
EATONS Manufacturing (moved from Bassetlaw model)	Achieved Platinum 2015				Jun-15			8
EDF Energy (moved from Bassetlaw model)	Achieved Platinum 2015				Jun-15			18
Everyone Active to include: Edgewood, Festival Hall, Selston, Hucknall, Lammas and Huthwaite Leisure Centres.	Signed up November 2015							1
Everyone Health	Signed up November 2015							2
Explore Manufacturing Worksop (CM)	Working towards Bronze							
Focus Accounting	Working towards Bronze	Mar-14						1
Gedling Borough Council (CM)	Working towards Bronze							4
Mansfield DC (CM)	Achieved Bronze 2015	Jun-15						16

Appendix 2 -Status of workplaces engaged to date

Organisation	Status	Bronze	Silver	Gold	Platinum	Maintenance	Tobacco Signed Declaration	Approximate No of current champions trained
Newark & Sherwood DC (CM)								15
North Notts College	Maintenance- Not submitted June 2015							4
Nottingham university (CM)	Achieved Bronze 2015	2015						15
Nottinghamshire Healthcare NHS Foundation Trust	Working towards Bronze							4
Nottinghamshire County Council	Gold achieved March 2014			Mar-14				19
Nottinghamshire Fire & Rescue (CM)	Achieved Bronze 2015	Jun-15						13
Nottingham North & East CCG (CM)	Working towards Bronze							2
Nottinghamshire Police (CM)	Been Approached							
Nottinghamshire Women's Aid (CM)	Working towards Bronze							8
Nottingham University Hospitals NHS Trust	Been Approached							
Outwood School Worksop-Portland (CM)	Been approached internal decision being abated							

Appendix 2 -Status of workplaces engaged to date

Organisation	Status	Bronze	Silver	Gold	Platinum	Maintenance	Tobacco Signed Declaration	Approximate No of current champions trained
Priory C of E school Worksop (CM)	Been approached							
Rushcliffe Borough Council (CM)	Working to Bronze							5
Rushcliffe CCG (CM)	Working towards Bronze							6
Sparken Hill Primary School	Achieved Gold 2015			2015				10
Sherwood Forest Hospitals Trust	Internal approval pending							
Solway Foods	Maintenance- not submitted June 2015							
Tarmac Retford	Been Approved							
Thompson Reuters (CM)	Working towards Bronze							2
Welcome Foods	Working towards Bronze							
Westfield Care	Achieved Silver 2015		2015					3
Wilkinson's	Achieved Silver - 2013		2013					2
Women's Aid Integrated Services (CM)	Working towards Bronze							5
Worksop Leisure Centre (BPL)	Achieved Gold 2015		2015					3
								239

