

# **The Nottinghamshire Wellbeing at Work: Workplace Health Award Scheme**

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# Workplace health agenda



- Aims to encourage people to take more responsibility for their own health and well-being - making health 'everybody's business'.
- Acts as an umbrella for a range of public health/wider health determinant related priorities to be implemented across the adult working age population, their families and peers.



# Developing a model for Nottinghamshire



- Based on fully evaluated pilot in Bassetlaw (commenced 2010)
- Best available evidence
- Stakeholder input – event held 2014
- Strategy developed
- Strategic group set up
- District & Borough Councils involved for local leadership
- Large employers targeted first

# Scheme Benefits



## To the employer:

- Exemplary employer
- Attract higher calibre staff
- Improved staff retention
- Reduced sickness rates
- Increased productivity
- Increased profits

## To the employee:

- Better mental health
- Better work-life balance
- Increased sense of self-value and efficacy
- Increased awareness and ability to prevent ill health

# Why focus on workplace health?



The main causes of illness now and in the future are mostly lifestyle related:

- Smoking
- Poor diet
- Physical inactivity
- Mental ill health
- Alcohol use



# The Labour Workforce Survey Results



- In 2014/15, **23.3 million days** were lost due to work-related ill health and **4.1 million days** due to workplace injuries
- Each worker affected took an average of 15 days off work: 19 days if they were suffering from ill health and 6.7 days if they had an injury
- Stress, depression, anxiety and musculoskeletal disorders accounted for the majority of days lost due to work-related ill health; 9.9 and 9.5 million days respectively
- The average days lost per case for stress, depression or anxiety (23 days) was higher than for musculoskeletal disorders (17 days)
- **In the East Midlands** in 2011/12, 2.5 million working days were lost due to workplace injury and ill health, 1.4 days per worker
- Costs of working-age ill-health to Britain is an estimated £100 billion annually, in terms of working days lost and worklessness - equivalent to the annual running costs of the NHS

# About the scheme - 1



## **Aim:**

Healthy productive workforce, reduced sickness/absenteeism, reduced staff turnover, improvement of employee retention, increased productivity, create a culture of wellness and healthy working environment.

## **5 key themes:**

- Substance Use/Misuse
- Emotional and Mental Health and Wellbeing
- Healthy Weight
- Protecting Health
- Safety at work



# About the scheme - 2



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



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# Where are we now?



- **38** workplaces signed up
- **360** champions trained as accredited health trainers - 239 still active
- Active network of workplaces involved
- **Two** platinum awards achieved in 2015
- Commencing district/borough level implementation
- Analysis of year one lifestyle data

# Recommendations



- Note the progress of the Wellbeing@Work scheme and request a progress report in 12 months' time
- Support and encourage the extension of the scheme through district/borough level implementation across all areas of Nottinghamshire
- Promote the scheme within all HWB constituent member organisations as exemplars