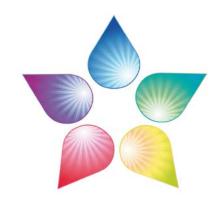




Workplace health agenda



- Aims to encourage people to take more responsibility for their own health and wellbeing - 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 selfvalue 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
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

Workplace Wellbeing Champions

- Uses community development model
- All undertake the RSPH level 2 training so are nationally accredited health trainers
- Ensures consistent messages around health and well-being
- Health and well-being experts in each workplace
- Training also available for
 - Motivational interviewing (brief advice)
 - Mental Health in the workplace





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