

Appendix 3

WELLBEING @ WORK – WORKPLACE HEALTH SCHEME

The Nottinghamshire Health and Wellbeing Strategy 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 The Health and Wellbeing Board.

Strategic context

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 the health and well-being of employees at work can be achieved through a combination of:

- improving the organisation and the working environment
- promoting active participation
- encouraging personal development

Nationally, the 'Change 4 Life' campaign aims to encourage people to adopt healthier lifestyles to improve their general health and the well-being of themselves, their families and peers.

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.

Why focus on the workplace?

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.

There are large costs associated with ill-health as a result of the workplace, associated with loss of productivity and the general health and well-being of employees.

The benefits of promoting health in the workplace are:

- 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 of staff
- reduced recruitment costs
- happier, more motivated workforce who feel valued.

About the scheme

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.

It encompasses a very effective 'community development' model, whereby people in the workplace are trained to promote health and wellbeing in the workplace. 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.

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.

In the future, it is intended that promotion of the scheme will be led at district and borough level to ensure a sustainable approach to a wider roll-out of the scheme.

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

The 5 key themes are:

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

Next Steps

Several more Nottinghamshire workplaces are currently considering the option of joining the scheme. The main focus for the coming year will be a review and update of the current toolkit and model for effective delivery and to take forward a district council led approach.

The Notts Help Yourself website will be the portal for the workplace health scheme. Resources and documentation about the scheme will be easily accessible and a place where interest can be registered. An electronic version of the documentation is being developed.

The website will be a central point for organisations to access supporting information including a calendar of Local and National campaigns eg Stoptober will be promoted and signposting to local life style services eg smoking cessation and weight management will be included.

The portal will advertise local and national training including MECC training and will provide news and updates of local events and activities. The scheme is an investment to developing good practice within Nottinghamshire's workforce.