

Healthier Lifestyles:

Maintaining Employability and Quality Labour Forces in a Changing Working Life

Steve Bell

Strategic Director

Scottish Centre for Healthy Working Lives

Scottish Centre for Healthy Working Lives

- Established in 2005
- Created from 5 'legacy organisations.'
- Business unit of NHS Scotland
- Five "Key Deliverables":
 - Develop and deliver services to employers and the working age population.
 - Translate and communicate policy
 - Build the evidence base
 - Inform policy and practice
 - Create cohesion
- Partnership Based

Luxembourg Declaration

Workplace Health Promotion is the combined efforts of employees employers and society to improve the health of people at work. This can be achieved by a combination of:

- Improving the working environment
- Promoting active participation
- Encouraging personal development

The Luxembourg Declaration on WHP in the European Union - ENWHP (1997)



The Ottawa Charter

- The building of healthy corporate policy
- The creation of a supportive working environment
- The development of employee skills which are conducive to health
- The strengthening of workforce action towards health
- The re-orienting of occupational health services

Ottawa Charter for Health Promotion - WHO 1986

A Model of Wellness



Building the Case for Wellness – Price Waterhouse Coopers (2008)

Healthy Working Lives Framework

Work-related health and wellbeing creation

Work-related accident and ill-health prevention



Healthy Communities and a Healthy Environment

Well managed return to work

Proactive attendance management and rehabilitation

Policy Recognition



Today's Challenges

- Work related death and injury
- Sickness absence
- 'Presenteeism'
- Health related worklessness
- Health inequality
- Reducing marginal rate of return of the medical model
- The new health epidemics i.e. Obesity
- Demographic change
- Globalisation and increasing competition



The Credit Crunch and Recession



The Business Benefits

- Enhanced reputation as a good employer
- Raised profile among clients and stakeholders
- A healthier and more motivated workforce
- Improved productivity
- Control insurance costs
- Avoid Health and Safety pitfalls
- Contribute to the health of the wider community

Physical Activity

- Organisation wide plan or policy
 - Participative.
 - Management buy in.
 - Sets organisational goals.
- Organisation wide multi-component programme
 - Flexible working and incentives.
 - Encourage walking/cycling to, from and at work.
 - Provide information to staff.
- Support for Employers (especially SMEs)
 - Information, resource and advice (and services).

WHP – How to Encourage Employees to be Physically Active – NICE (2008)



Mental Health and Wellbeing

- Clear policies to define what an employee can expect of their employer
- Action to address stigma
- Training for managers
 - Recognise mental health issues
 - Respond supportively
- Training for GPs and OH Professionals
 - Detection and management
 - Benefits of work to MH & wellbeing

Mental Health and Work – Royal College of Psychiatrists (2008)



HWL Programme Overview

- Three levels – **Bronze**, **Silver**, **Gold**
 - Core criteria and additional criteria
 - **Health promotion**, occupational health and safety, employability, community and healthy environment
 - Mental Health and Well-being Commendation embedded
- Registration if following the award path
- Portfolio of evidence
- Assessment/verification against set benchmarks
- Valid for three years (with re-accreditation)
- Supported by a range of services, tools and advice
- Enhanced services for SMEs (OHS particularly)

Bronze

- 3 Core Criteria
 - Address Healthy Working Lives in the workplace
 - Working group
 - Roles and responsibilities
 - Staff training
 - Assess safety and health needs in the workplace
 - Health needs assessment
 - Occupational health and safety action plan
 - Raise awareness of Healthy Working Lives
 - Information and activities
 - Smoking policy

Bronze

- 5 Additional Criteria (two to be selected)
 - Healthy eating
 - Support staff attendance
 - Mentally healthy workplaces
 - Avoid accidents in the workplace
 - Health and the environment
- Foundation Checklist

Silver

- Maintain **Bronze**
- 4 Core Criteria
 - Alcohol and drugs policy, statements of intent on physical activity and healthy eating
 - Mentally healthy workplaces
 - Support staff attendance
 - Avoid accidents in the workplace

Silver

- 5 Additional Criteria (one to be selected)
 - Lifestyle checks
 - Employability
 - Promote community health and well-being
 - Mentally healthy workplaces
 - Health and the environment

Gold

- Healthy Working Lives Strategy
 - Incorporate **Bronze** and **Silver**
 - Additional criteria not previously selected
 - **Activities to raise awareness of two additional health topics per year**
 - Statement of intent on environment
 - Benchmark and share Healthy Working Lives performance
- Action Plan
 - Developed for each year of the strategy
 - Reviewed on an annual basis

Mental Health and Well-being Commendation

- 3 Criteria
 - Mental health awareness activities for all staff and specific training for managers
 - Undertake a stress risk assessment/stress audit and produce an annual action plan to tackle any organisational issues.
 - Develop and implement a workplace mental health policy.
- **Bronze** Award holders eligible
- Embedded in the Award Programme

Issues for discussion

- Do the themes have resonance?
 - Integrated approaches
 - Staff participation
 - Management buy-in
 - Specific interventions
- How do we engage all employers, especially SMEs?
- How do we maintain a focus on WHP during recession?

Scottish Centre for Healthy Working Lives

Steve Bell – Strategic Director

Princes Gate

Castle Street

Lanarkshire ML3 6BU

Scotland

Tel. 0044 1698 208188

steve.bell@health.scot.nhs.uk

www.healthyworkinglives.com