

# Healthier Lifestyles:

## Maintaining Employability and Quality Labour Forces in a Changing Working Life

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# 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?

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