



Workplace Health and Wellbeing

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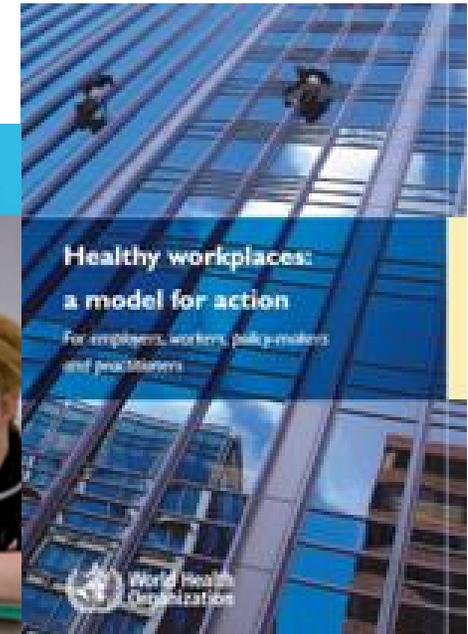
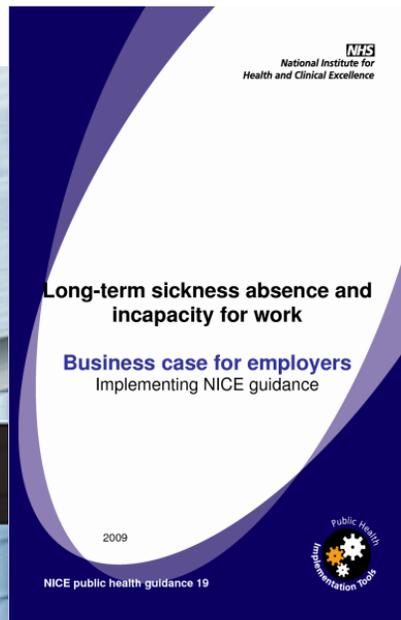
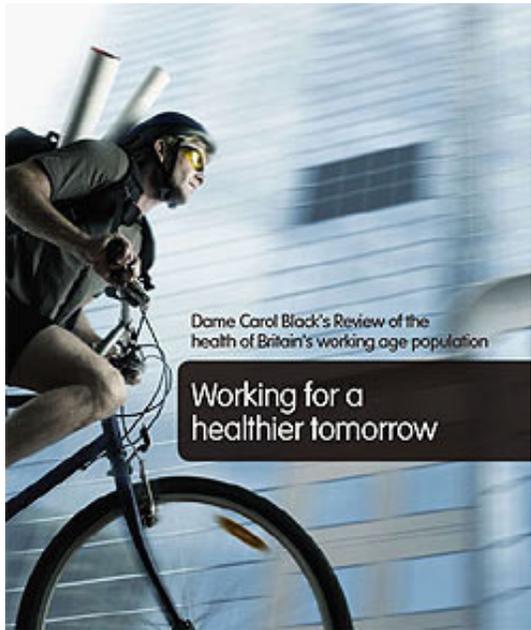
Health and Social Wellbeing Improvement Manager

Workplace Health Lead



Improving Your Health and Wellbeing

Workplace Health Policy Context



Benefits of wellbeing programmes

REDUCTION

- Sickness absence
- Staff turnover
- Accidents and injuries
- Resource allocation
- Claims

INCREASED

- Employee satisfaction
- Productivity
- Health and welfare
- Company profile
- Competitiveness and profitability

Cost Implications

- annual costs of sickness absence and worklessness associated with working age ill health are over £100 billion.
- improved workplace health could generate cost savings to the government of over £60 billion

Dame Carol Black 2008

WHO Definition of a Healthy Workplace

‘A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace’

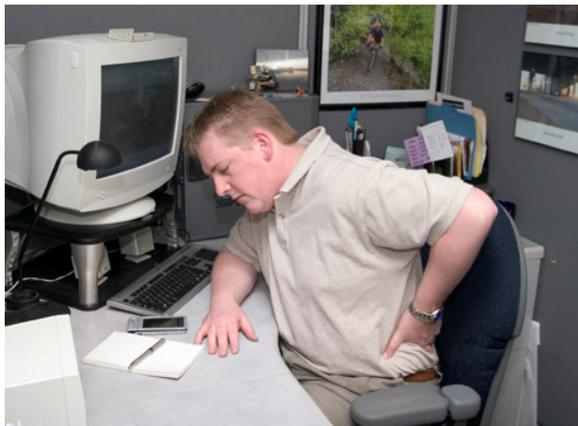
(WHO 2010)

WHO 4 Avenues of Influence

- Physical work environment
- Psychosocial work environment
- Personal Health Resources
- Enterprise Community Involvement



Physical work environment



Psychosocial work environment



Personal Health Resources

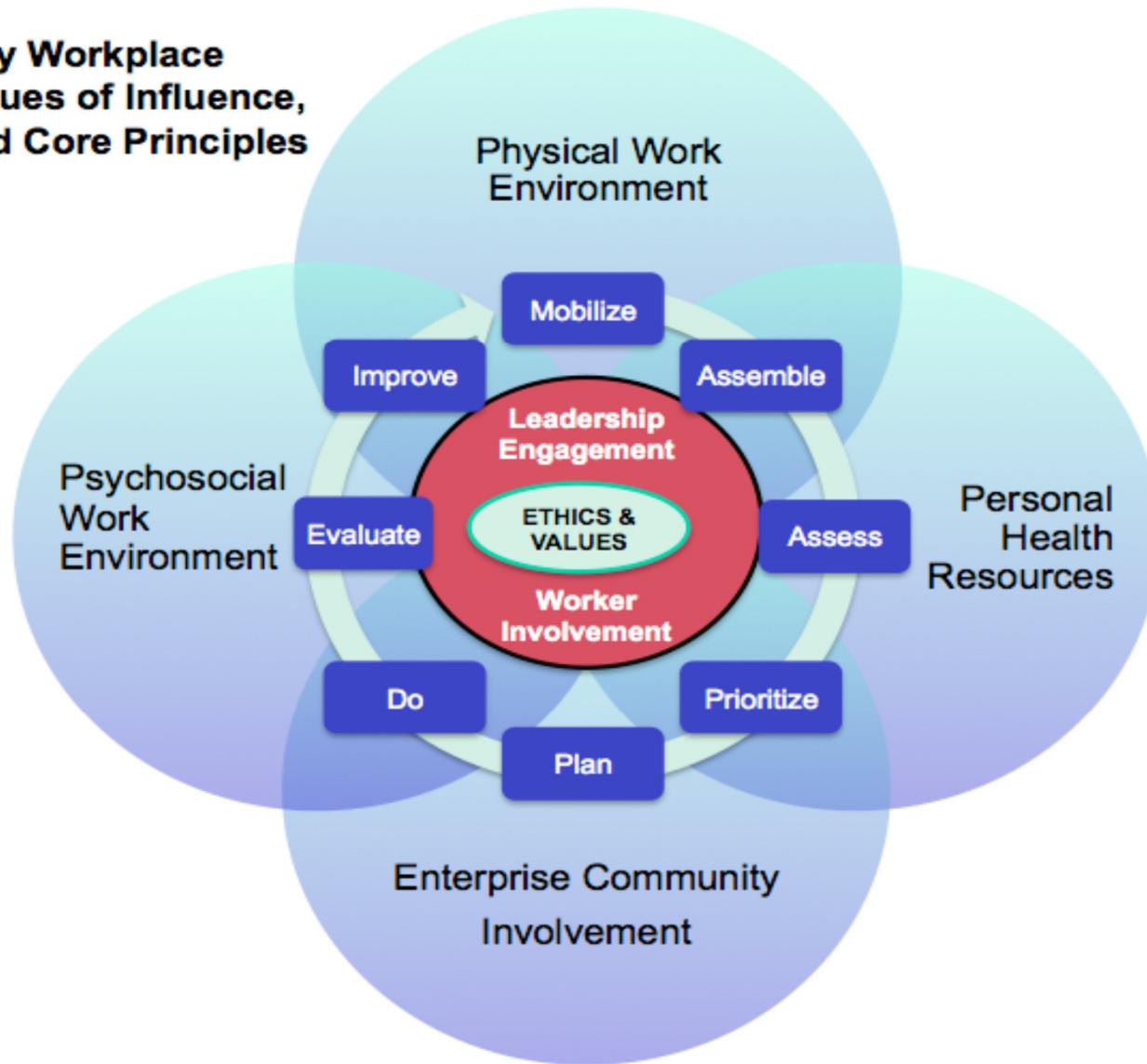


Enterprise community involvement

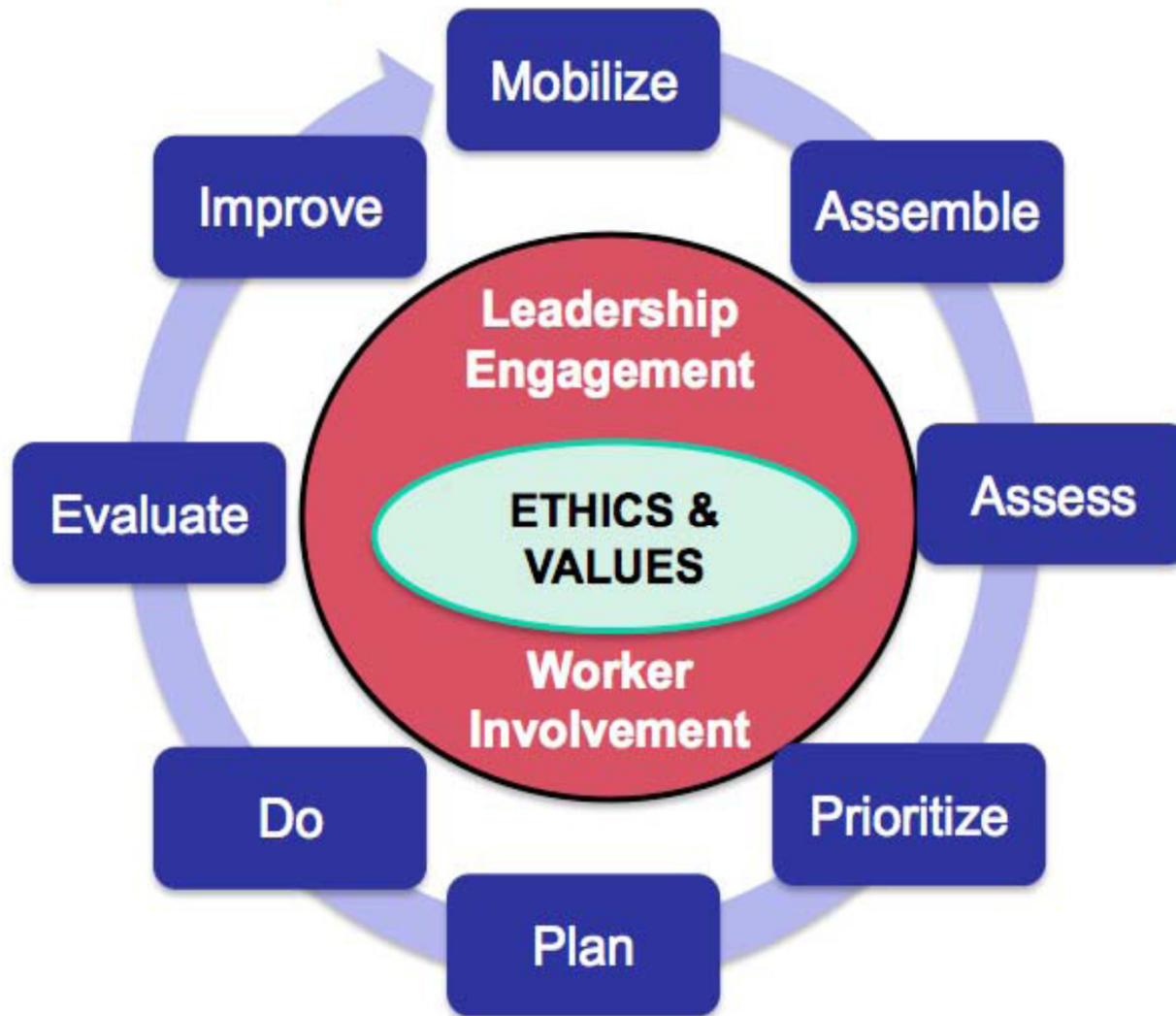
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Figure 9.4
WHO Healthy Workplace
Model: Avenues of Influence,
Process, and Core Principles



WHO Model of Healthy Workplace Continual Improvement Process



World Health Organisation Healthy Workplace Framework

- Mobilise
- Assemble
- Assess
- Prioritise
- Plan
- Do
- Evaluate
- Improve

PHA Workplace Health Online Assessment Tool

- Employers register at www.healthatworkni.org
- Employees complete the online questionnaire
- Employees receive their personal profile
- Results collated for employer report

Workplace health assessment tool - Login - Windows Internet Explorer

http://www.healthatworkni.org

Workplace health assessment tool - Login

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Welcome to the workplace health assessment tool

Work is a key part of life and health is a key part of work. Three main elements at work can affect your health:

- A safe and healthy physical environment for you to work in;
- Opportunities for you not only to learn more about staying healthy but also to help you improve your health;
- Workplace policies and practices which protect and promote your health including the promotion of positive working relationships.

The Public Health Agency recognises the importance of workplace health and wellbeing. This tool aims to help employers identify the health needs of their employees. Your employer is one of those keen to develop a healthy workplace programme to support your health at work. To help your employer do this, we

Login

Please select your login type, fill in the details and click 'Login'.

Employee

Company ID

Please type in your company ID, this will be supplied by your employer.

www.healthatworkni.org- topics

- Physical activity
- Nutrition
- Weight control
- Stress
- Alcohol
- Smoking
- Cancer
- Pregnancy
- Back pain
- Safety
- Community
- Policies



Physical activity

1 Thinking back to last week, did you do any activity that made you out of breath, gave you an increased heart rate, made you warm up or get sweaty? This can include activities such as walking, dancing, housework, sports and working out at the gym.

Minutes of activity

Please record the number of minutes that you were physically active as a total for each day adding up the minutes spent on each activity that day (eg 10 minute walk to work, 20 minute workout at the gym = 30 minutes).

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<input type="text"/>						

Calculate

Workplace health assessment tool - Questionnaire - Stress - Windows Internet Explorer

http://www.healthatworkni.org

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HEALTH AND WELLBEING AT WORK



Stress

What is stress?

Every job creates a certain amount of pressure and sometimes it is this pressure that motivates us to do a job well. Stress is our bodies' reaction to excessive pressure. Stress in itself is not an illness. However, if we are under excessive pressure or 'stress' for a long time this may lead to physical or mental ill health such as depression and heart disease.

Signs of stress

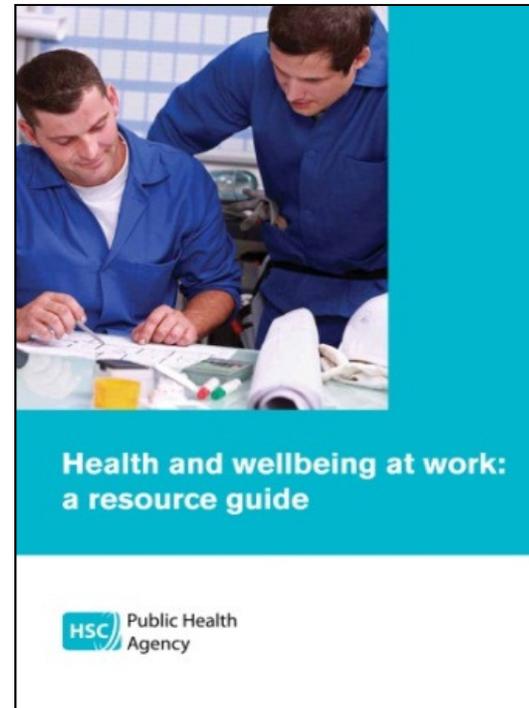
There are certain signals that may suggest that we are experiencing stress, including:

- headaches, indigestion, aching muscles;
- disturbed sleep and fatigue;
- change in appetite, increased alcohol consumption, smoking or misuse of drugs;

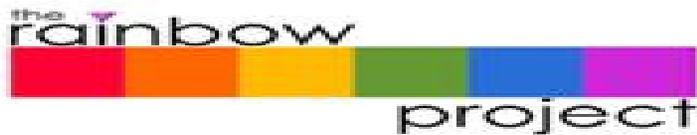
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Health and wellbeing at work: a resource guide



www.publichealth.hscni.net/publications



Improving Your Health and Wellbeing

Sample workplace health and wellbeing action plan

Objective	Key Actions	Timescales	Person/s Responsible	Budget	Progress	Evaluation

Effective Health and Safety Interventions

Ergometric training programmes

Return to work / disability management programmes

Lumbar pain – multi-disciplinary approach

Multi-faceted safety campaigns (construction industry)

Effective Psychosocial Organisational Culture interventions

- Combined individual and organisational approaches to workplace stress
- Personal stress management, involvement in decision making, problem solving, social support and improved communication
- Effective training and job redesign if needed

Effective Personal Health Resources

- Health and Wellbeing programmes
- Physical activity and diet initiatives
- Multicomponent interventions
- Smoking cessation groups, individual counselling



Enterprise Community Involvement

- Volunteering for non-profit organisations
- Support for local economies
- Reduce waste and carbon footprint
- Involve communities in planning and developments

Incentives to cycle to work



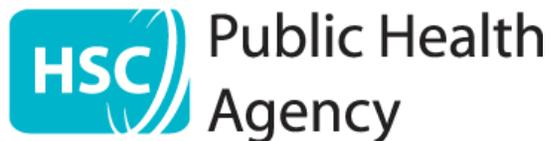
Employee Community Engagement



Support for lunchtime walkers

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Mental Health Awareness Training and Support



Improving Your Health and Wellbeing

Happy employees

- Supportive manager
- Feel listened to
- Caring colleagues
- Fair and consistent boss
- Specific feedback/praise
- Family friendly policies

Picture
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Keys to success



Learning Networks





‘You need to go home, take a long relaxing bath surrounded by aromatic candles and do an hour of yoga; but that’s out of the question. How about a five minute smoking break?’