



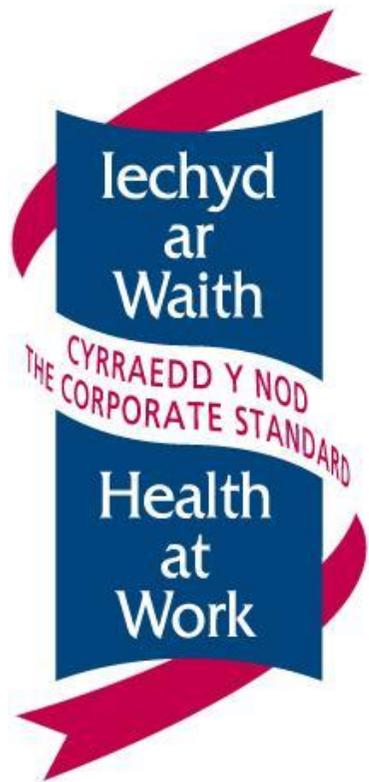
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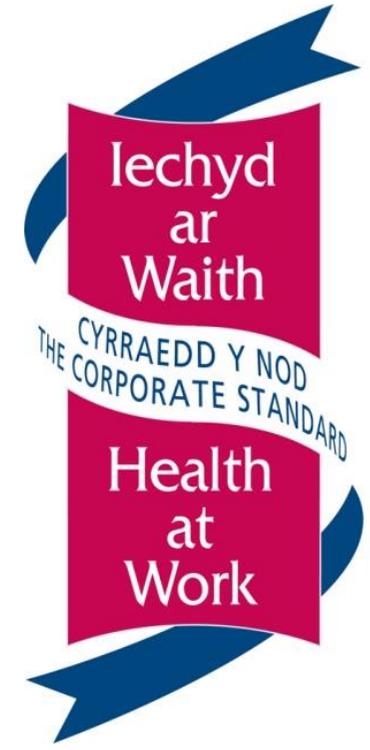
September 2017

# Healthy Working Wales

Presenter: Rhian Parry

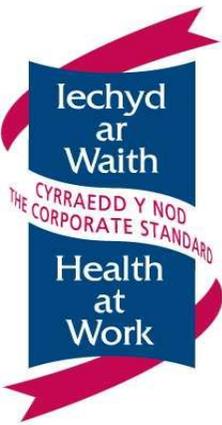


**Workboost Wales**  
Free and impartial advice on workplace health from  
Public Health Wales



# Healthy Working Wales

- Workboost Wales
- Workplace health awards
  - Small workplace
  - Corporate health standard



## Why should organisations get involved?

The promotion of a healthy workplace helps companies to increase their productivity and to become more competitive. Good health improves an individual's quality of life, and a focus on their well-being can also add value to organisations by promoting better health and increasing motivation and engagement of employees, in turn helping to drive increases in productivity and profitability. In other words the benefits of health and well-being extend far beyond avoiding or reducing the costs of absence or poor performance. But this requires a changed perception of health and well-being, and a willingness from both employers and employees to invest resources and change behaviour.

(Dame Carol Black, 2006)

## Why should organisations get involved?

- A business's most valuable asset
- Healthy and fit staff are essential
- Work is good for health
  - Increased attendance
  - Increased performance
- UK ageing population
  - Attract, retrain and retain



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## What are the benefits?

- Looking after/promoting the health, safety & wellbeing of your employees helps the business by:-
  - Increasing productivity
  - Improving absenteeism and ability to return to work after illness
  - Retaining staff
  - Improving workability among older employees
  - Reducing workplace injuries
  - Creating a positive corporate image
  - Improving the morale and health of the workforce

# What are the benefits?

## Examples of benefits for employers in Wales include:

- Sickness absence reduced by one-third, saving £2.6 million and providing an additional 130 staff in work each working day (DVLA)
- Stress levels reduced by between 10% and 15% (Arriva Buses Wales)
- Staff participation rate of 88% in voluntary lifestyle medicals (Ipsen Biopharm Ltd)
- Sickness reduced by 30%, stress reduced by 66% since introduction of initiatives 3 years ago (UWIC)



# Workboost Wales

Workboost Wales provides a free health and safety support service for small to medium sized businesses and organisations.

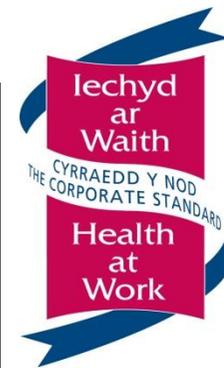
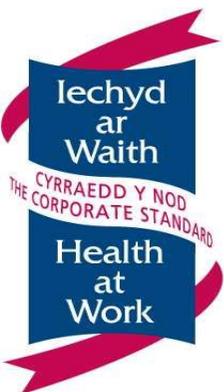
- Help organisations develop their health and safety policies and risk assessments
- Identify key hazards associated with industry sector
- Support via telephone, e-mail and site visits

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<b>Corporate Health Standard</b>	<b>Small Workplace Health Award</b>
<p>National Mark of Quality health and wellbeing in the workplace.</p> <p>AIM: To bring about sustainable health improvements in the workplace.</p>	
Organisations with over 50 employees	Organisations with up to 50 employees
Bronze; Silver; Gold; Platinum	Bronze; Silver; Gold.



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# Small Workplace Health Award



## Healthy lifestyles

- Smoking
- Physical activity
- Healthy eating
- Alcohol and work
- Drugs at work

## Process

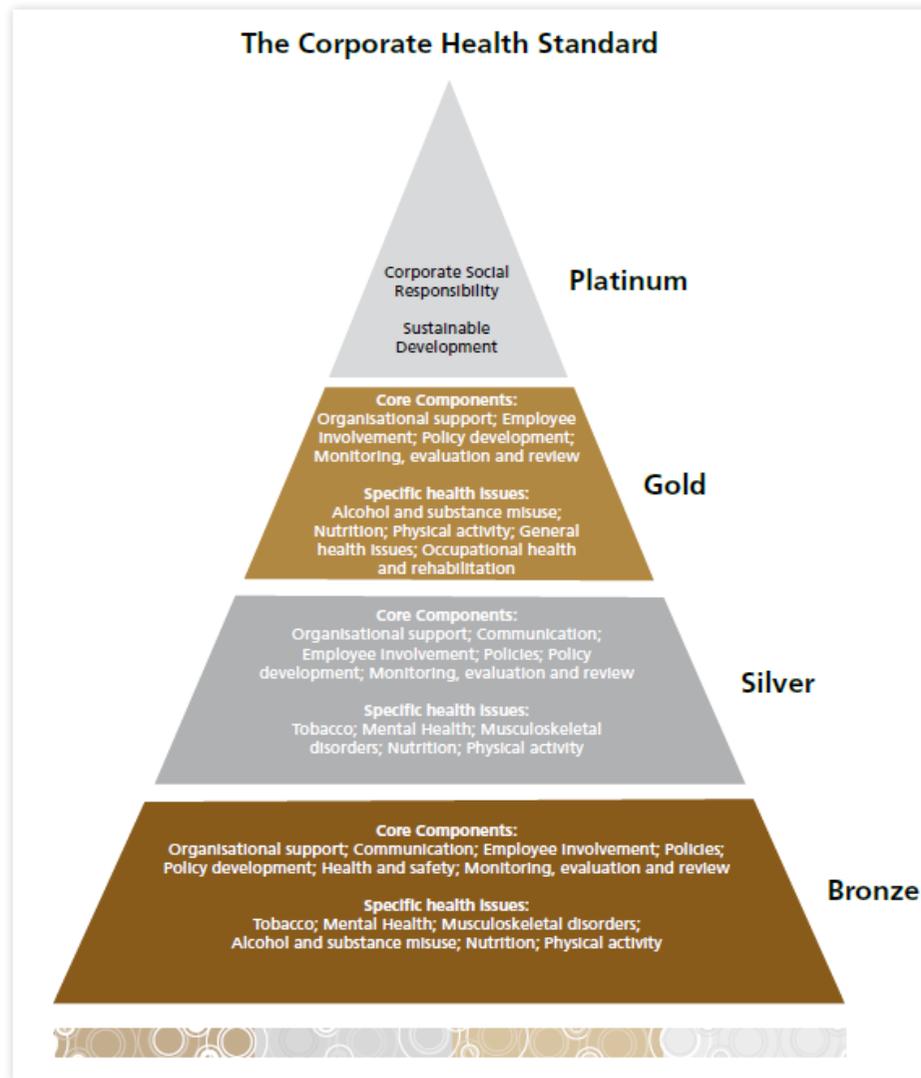
- Documented evidence plan
- Loosely prescribed criteria
- Organisations with fewer than 50 employees



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# Corporate Health Standard



## Process

- Documented evidence plan
- Prescribed criteria
- Organisations with more than 50 employees
- Assessment & process guidance
- Mock and full assessment



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How does the process work?	
Corporate Health Standard	Small Workplace Health Award
Commitment at a Corporate Level	
<ul style="list-style-type: none"> <li>• Establish a Health and Well Being Group</li> <li>• Benchmark against the criteria</li> <li>• Identify areas for development</li> <li>• Action Plan</li> <li>• Gather evidence</li> <li>• Active involvement from employees</li> <li>• Apply for assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Benchmark against the criteria</li> <li>• Identify and Areas for development and action</li> <li>• Get staff involved</li> <li>• Gather evidence</li> <li>• Apply for assessment</li> </ul>

# Help & Support

Workplace Health Advisor helps with:

- Navigating the process
- Sharing good practice from other organisations
- Progress meetings & assessment benchmarking
- Supporting policy development
- Signposting
- Links with other supporting organisations
- Guidance on good workplace health practices
- Networking & Information sharing
- Health promotion resources

# Testimonials for Healthy Working Wales

- “Everyone at the company has felt the benefits of the changes that...[we have] implemented..and the workshop is a much safer one now that we have introduced separate traffic systems for vehicles and pedestrians.”
- “The changes she suggested have really boosted staff morale and everyone has come together as a team to make these new measures work.”
- “Our staff sick rates have lowered, meaning that we are spending less money on agency workers... as a result of the healthy lifestyle campaign we’ve been running...many have gone on to give up smoking, exercise more or change their eating habits.”

Workplace Health – how we have helped!



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# PEEP – Pembrokeshire Estate Engagement Project



Port of Milford Haven



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# Project Plan

- Partnership working
- Where it started – June 2014
- Stakeholder Seminar 17<sup>th</sup> March 2014
- Principle Aim
- Visits May- July
- Training event – September 2015

# Evaluation

- 123 support visits were carried out;
- 1342 employees;
- Number of employees ranged from 1- 125 - average of 11;
- The majority of businesses fell into 4 broad categories
- 64% of businesses had access to health and safety support;
- The majority of employers felt that they were aware of their duties under health and safety legislation
- Main hazards established
- Feedback – See project book
- What the partners thought



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# Workplace Health Advisors

**Rhian Parry**

Symudol/Mobile: 07583064406

[Rhian.parry3@wales.nhs.uk](mailto:Rhian.parry3@wales.nhs.uk)

**Nikki Davies**

Symudol/Mobile: 07891869296

[Nikki.davies4@wales.nhs.uk](mailto:Nikki.davies4@wales.nhs.uk)



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