

Healthy Workplaces

Mark Cox and Lesley Coulton

Recreation Service

The University of Plymouth



Outline:

- Facts and Figures
- What is Well-being and Workplace Health Promotion
- Related Government Documents and Policies
- Other Related Policies and Documents
- What's In It For Me? – Costs vs Benefits
- Essential Features of a Policy
- Steps to Designing a Policy
- UoP – Wellbeing Policy examples
- Questions?



Important Statistics:

Physical inactivity can have serious implications for people's health:

- Approximately 2 million deaths per year are attributed to physical inactivity.
- A sedentary lifestyle could very well be among the 10 leading causes of death and disability in the world

(World Health Organisation 2002)



Important Statistics:

- Obesity:

	'93	'05	'50
Male	13.2%	23.1%	60%**
Female	16.4%	24.8%	50%**

(Health Survey for England 2005 – Updated Tables)

*(** Foresight Report 2007)*



Important Statistics:

- Obesity Costs:

1998

Direct Costs - £9.5m

Indirect Costs (treating conditions) - £470m

1.5% NHS expenditure

(NAO – Tackling Obesity 2001)

2002

Direct Costs – between £45.8m and £49.0m

Indirect Costs – £945m and £1,075m

Total – between £990 and £1,124m

Between 2.3% and 2.6% of NHS Expenditure

(Obesity. Commons Health Select Committee, 2004)



Important Statistics:

- Back Pain:

2000 – 49% of pop. suffered LBP lasting for at least 24 hours

NHS Costs

More than £1bn on back pain related costs

(Maniadakis – Economic Burden of Back Pain (2000))

05/06 – 2.0m people suffered illness they believed was caused or made worse by work

75% musculoskeletal disorders

40% related to back problems



Important Statistics:

- Stress

Work related stress, depression and anxiety is the second most common type of work-related illness

An estimated 13.4 million days were lost in 2001/02 through stress, depression or anxiety cause or made worse by work. This equates to an average of 29.2 days of work per sufferer per year.

(HSE 2004)

Costs

Cost to UK Plc - £9.6 billion

(C.I.P.D 07)



Important Statistics:

- Activity Levels:

In 2004 – How many people achieved govt targets for physical activity???

- 35% of Men and 24% of Women achieved recommended levels of physical activity

(Health Survey for England 2004)

- Nearly 95% of participants accepted a link between exercise and good health – but 47.3% do less than the CMO recommended levels

(Deloitte – Health of the Nation 06)



Important Statistics:

Compared to 30-40 years ago, there are fewer manual jobs and the physically active elements of housework, shopping and other necessary activities have diminished substantially in Western society

(2004 Chief Medical Officers report)



Important Statistics:

- Days Lost to Ill Health and Injury (05/06):
In 05/06 – How many days were lost due to ill health or injury???
- n 30 Million working days (1.3 days per worker)
- n 24 Million to Ill Health
- n 6 Million to Injury
- n 2.0 Million people suffering from illness which they believed was caused or made worse by their current or past work.
- n 523,000 of these were new cases in the last 12 months
(HSE Stats 05/06)



Important Statistics:

- Cost of Sickness Absence

What is the annual cost of sickness absence per employee??

n £659 per employee per year

(CIPD – Absence Management Report 07)

- Cost to UK PLC

Over £12bn per year

Between 2% and 16% of annual UK salary bill is spent on sickness absence

(HSE Stats)



Wellbeing

- What is Wellbeing?

50 Press Ups???

Handling a difficult meeting???

“Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation”

“In their ideal form, well-bring initiatives are proactive and work to enable employees to achieve their full potential (physical, mental, intellectual, social and spiritual)”

(C.I.P.D – 2007)



Wellbeing

- Key Indicators

Health Measures	Employee Satisfaction	Organisational Measures
Lowered Body Mass	Employee Engagement	Productivity
Reduced Cholesterol	Teamworking	Retention Levels
Reduced BP	Organisational commitment	Absence Rates
Increased Exercise	Job Satisfaction	Customer Satisfaction
Reduced Substance Abuse	Intention to stay in Company	Safety Standards
Reduced Anxiety / Depression	Positive working Relationships	Ethical Standards

(C.I.P.D – 2007)



Workplace Health Promotion

- What is Workplace Health Promotion?

"The combined efforts of employers, employees and society to improve the health and well-being of people at work"

Achieved through a combination of:

- Improving the work organisation and the working environment
- Promoting the active participation of employees in health activities
- Encouraging personal development

(British Heart Foundation)



Government Documentation:

- *At Least 5 A-Week, Evidence on the impact of physical activity and its relationship to health, A report by the Chief Medical Officer.* London: Department of Health; 2004.
- *Choosing Health: Making Healthier Choices Easier (Public Health White Paper).* London. Department of Health; 2005
- *Choosing Activity: a physical activity action plan.* London; Department of Health; 2005.
- *Choosing A Better Diet: a food and health action plan.* London; Department of Health; 2005
- *Health, work and Well-being – Caring for Our Future. A Strategy for the Health and Well-being of Working Age People.* DWP, www.dwp.gov.uk, DoH, HSE, 2005



Other Policies / Documents

- *Global Strategy on Diet, Physical Activity and Health; WHO*
- *Health Survey for England; DoH*
- *Absence Management Surveys; C.I.P.D.*
- *Health and Safety Statistics; HSE*
- *British Heart Foundation – Thinkfit! Pack - www.bhfactive.org.uk/thinkfit*
- *Faculty of Public Health / Faculty of Occupational Medicine*
- *Sport England, Everyday Sport!*
- *Active People Survey*
- www.sportdevelopment.org.uk



Why Do We Need A Workplace Policy?

- Time at Work:

How much time is spent at work (% of waking hours)??

n 60% of waking hours spent at work....

(Peersman G., Harden A., Oliver S., 1998)



Why Do We Need A Workplace Policy?

- Active Employees

- n Physically active employees take 27% fewer days of sick giving an improvement of over 2 days attendance of a saving of £135 per employee per year

(Physical Activity Task Force, 2003)

(Let's Make Scotland More Active)



Workplace Health Promotion

- The Business Case – Costs to Business

Ill health is known to cost business through:

- Cost of Absenteeism and long-term sick pay
- Cost of temporary staff
- Loss of production
- Retention of staff, staff turnover and early retirement
- Possible low morale, decreased job satisfaction and industrial injuries



Workplace Health Promotion

- The Business Case – Benefits to Business

Workplace / wellbeing policies can benefit businesses through:

- Improved productivity and performance
- Reduced absenteeism and other associated health costs
- Fewer injuries, accidents and insurance / compensation claims
- More receptive employees able to cope with change
- Improved morale and staff retention

- Enhanced business reputation
- Corporate responsibility



Workplace Health Promotion

Well people

+

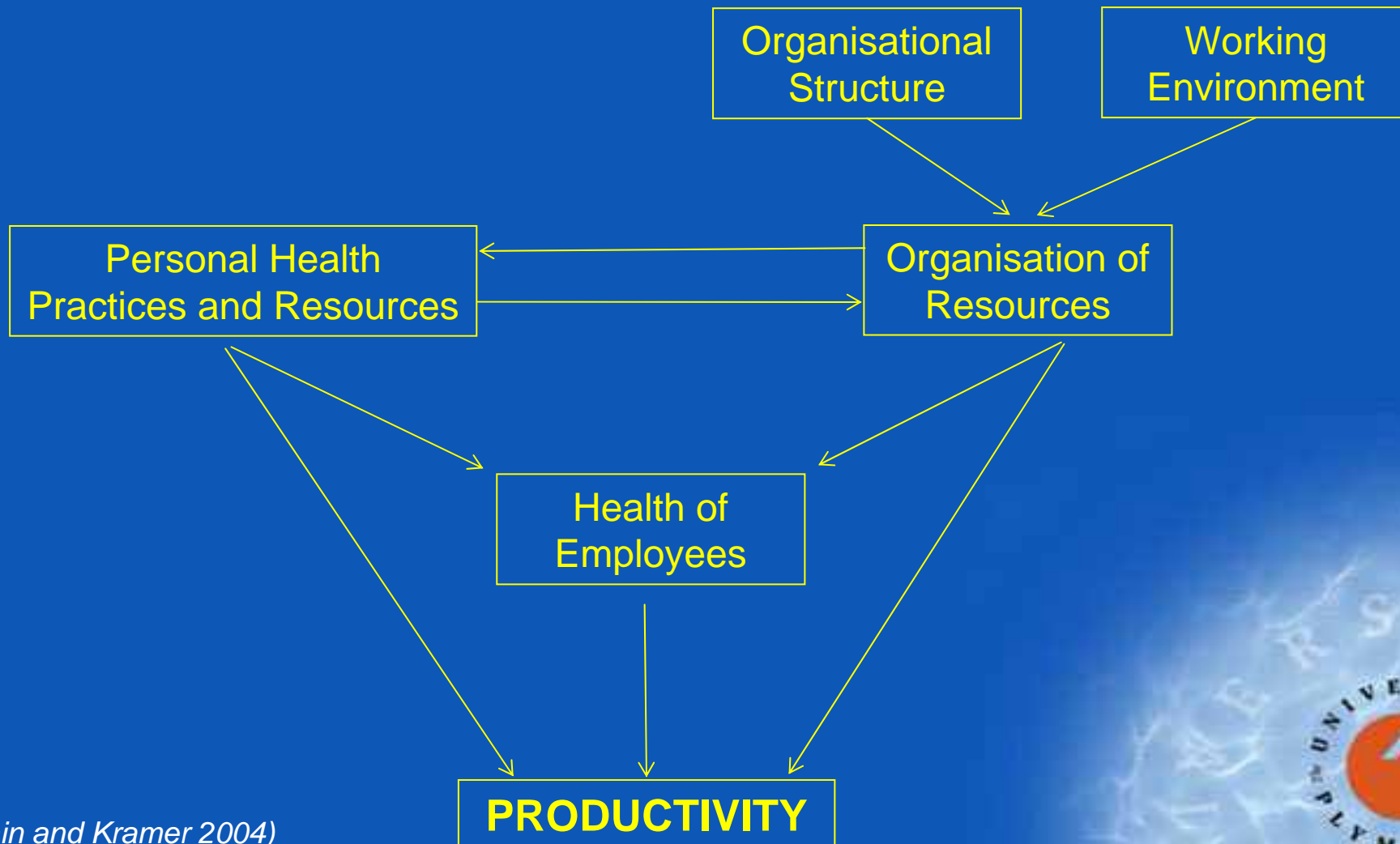
Well Managed

=

Well Organisation



Essential Features of a Workplace Policy



(Shain and Kramer 2004)



Essential Features of a Workplace Policy (Employee)

- *Personal control / "self-efficacy"*
 - Ability to set goals
- *Social support*
 - Buddy system
- *Interactivity*
 - Interdependent health practices
- *Wide Appeal*
- *Convenience*
- *Employee Participation*
 - In a decision making (health circles)

(Shain and Kramer 2004)



Essential Features of a Workplace Policy (Organisation)

Relates to the need of employees to understand and feel the commitment of employers through:

- *Management Support*

- Physically safe working environment
- Making (some) time available for activities
- Requiring accountability of organisors
- “Family friend”, flexible working
- Leadership – walk the walk

- *Supportive Management Climate*

- Allow workers to regulate their own work within reasonable time and energy demands

(Shain and Kramer 2004)



Steps to Designing a Workplace Policy

- *Get support and COMMITMENT*
 - Money / time will / might be needed!
- *Find a “champion!” or set up a group*
 - *Identify abilities and needs*
 - Workplace audit, employee needs assessment
- *Set aims, objectives and performance indicators*
 - Need to justify!
- *Create awareness and consult*
 - Inform employees, get feedback
 - Set timescales



Steps to Designing a Workplace Policy

- *Develop the policy*
 - Use feedback, draft policy
 - Distribute to key people again for feedback
 - Get approval from Senior Management
- *Launch*
 - Set official date
 - Make policy part of larger document(Occ. Health policy)
 - *Promote policy*
- *Monitor and Review*
 - 3 – 6 months
 - Assess effectiveness / Review



Workplace Policy:

In small groups draw up the basic outline for a basic work place health policy.

The plan should include:

- *Aims, objectives and performance indicators*
- *Promotion options*
- *Activity options*
- *Motivation / Environment options*



Designing a Workplace Policy

- *Promotion options*
 - Newsletters
 - Email , intranet
 - Flyers
 - Notice boards
 - Posters and signs
 - Payslips



Designing a Workplace Policy

- *Activity options*
 - When , what, how long, who?
 - Lunchtime / after work
 - Recreation games (5 a-side, softball)
 - Company leagues
 - Activity Challenges (Office Olympics, Staircase Challenge)
 - Activity Days
 - Health Fairs
 - Teambuilding days
 - Course



Designing a Workplace Policy

- *Motivating employees / Supportive Environment*
 - Encourage management to take part!
 - Organise a big “launch”
 - Provide regular updates
 - Offer incentives
 - Flexible hours
 - Shower / Changing facilities
 - Active Travel
 - On-site facilities




Everyday Sport

WALKING
TO THE NEXT
BUS STOP.
OFFICIALLY
RECOGNISED
AS A SPORT.

Getting off a step early and walking can count as your new everyday sport.

Every body feels better for a little everyday activity. Walking regularly is great exercise. You might even beat the bus. Find out more about everyday ways to feel better while enjoying yourself at www.everydaysport.com or call 0800 587 6000

 **EVERYDAY**
SPORT Every body feels better for it.

Everyday Sport



UoP - Workplace Policy

- *Policy Principles:*

- *Promotion*

- *Prevention*

- *“increasing activity levels will contribute to the prevention and management of over 20 conditions and diseases including CHD, diabetes, cancer, weight management and positive mental health”*

(DOH - Choosing Health; PA Delivery Plan)

- *Rehabilitation*

- *“The use of rehabilitation programmes to manage long-term absence is regarded as the second most effective response to long term sickness absence”*

(C.I.P.D. Absence Management 05)



UoP - Workplace Policy

- *Policy Aims:*

“To promote and encourage employee participation in regular moderate physical activity.”

- *Promote health and wellbeing among staff and students*
- *Increase activity levels*
- *Prevent accidents and improve return to work times*
- *Manage obesity levels and control other diseases*



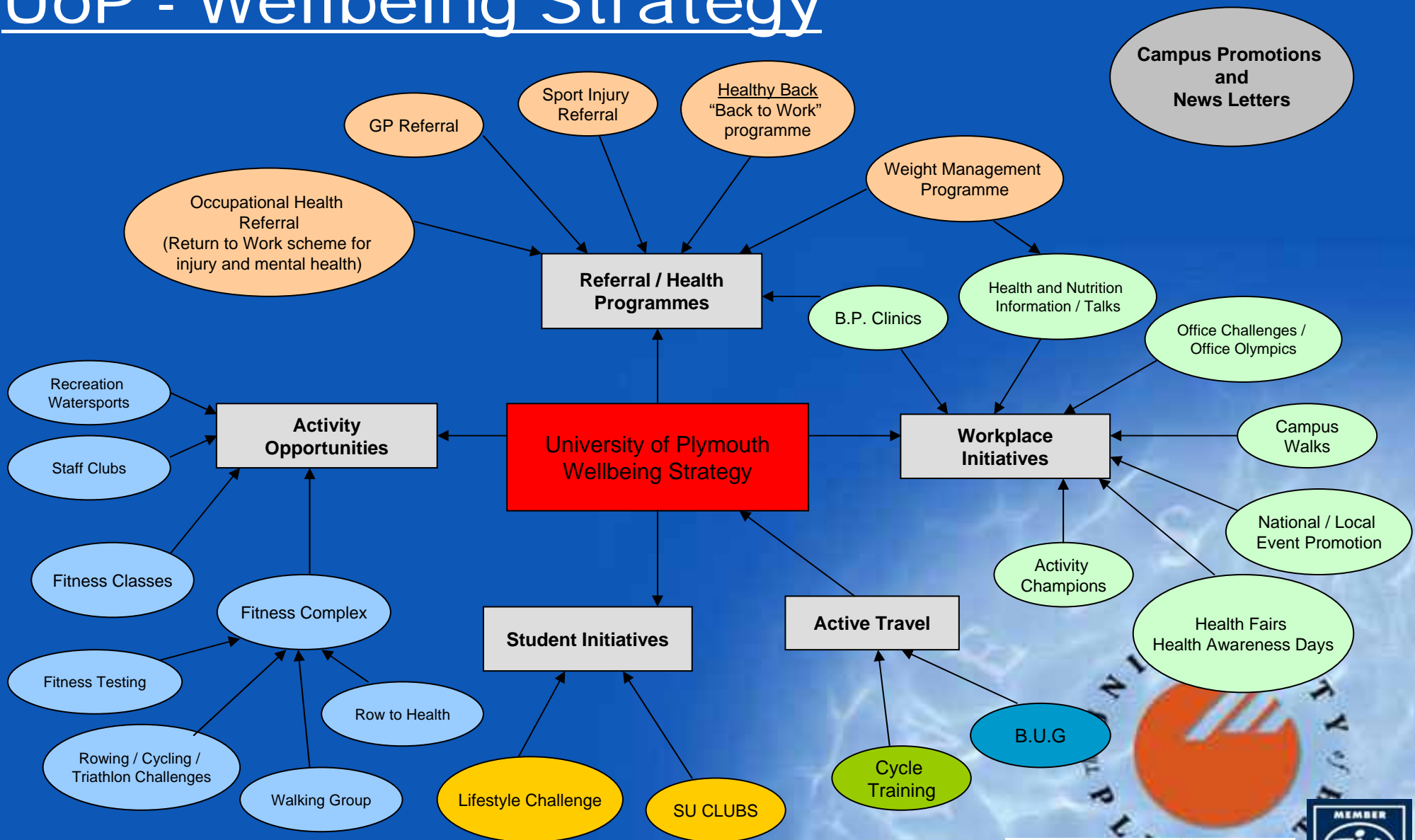
UoP - Workplace Policy

- *Policy Objectives:*
 - *Increase amount of information available and introduce health events.*
 - *Increase opportunities for staff and students to become active*
 - *Increase the number of staff and students involved in physical activity by 1% each year. (Sport England)*
 - *Decrease number of days lost to ill health and injury by offering rehab and prehabilitation services.*

*(Target to be set in conjunction with
Personnel and Occ. health)*



UoP - Wellbeing Strategy



recreation
service



UoP - Workplace Policy

- *Policy Actions (PROMOTION)*
 - *National Events*
 - *Local Events*
 - *Health Fair / Health and Wellbeing Presentations*
 - *Web Resource for Activity Opportunities*
 - *Campus Promotions*
 - *Health Newsletter*



UoP - Workplace Policy

- *Policy Actions (PREVENTION)*
 - *Weight Management Course*
 - *Healthy Back Classes*
 - *Walking Initiative*
 - *Cycling Initiative*
 - *Row to Health (R2H)*
 - *Interoffice Challenges / Office Olympics*
 - *Student Lifestyle Challenge*



UoP - Workplace Policy

- *Policy Actions (REHABILITATION)*
 - *Return to Work Schemes*
 - *GP Referral*



UoP - Workplace Policy

- *Future Actions*
 - *Monitoring*
 - *Feedback*
 - *Updating*

