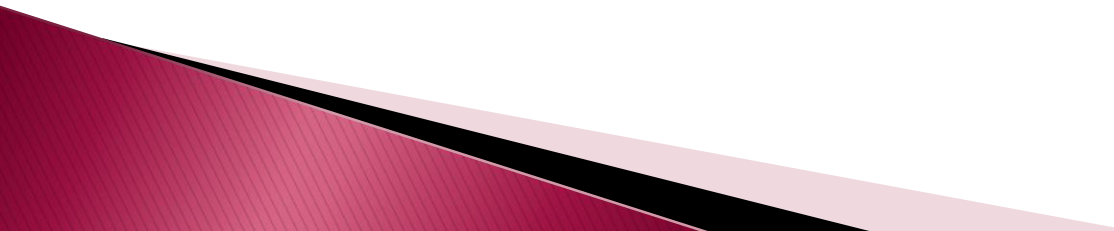


Occupational Health and Safety Is this the pathway to Wellbeing?

Wendy Henderson
Health Improvement & Diversity Manager
City of Edinburgh Council

Pause and reflect

- ▶ How does our occupation impact on our safety and our health?
 - ▶ Does this require us to be diverse in our thinking and approach?
- 

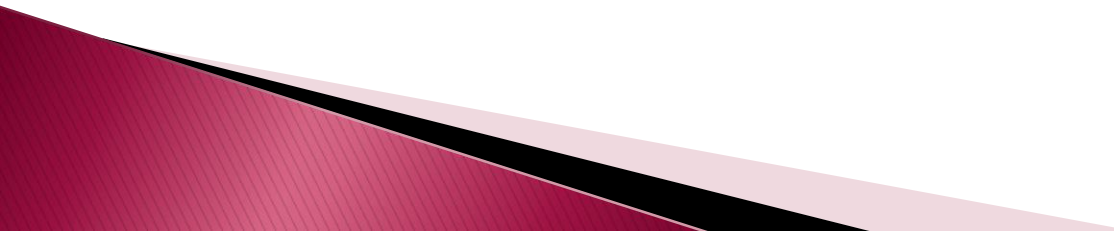
Improving Health & Work – Changing Lives

- ▶ **Health, work and well-being** is a crucial part of delivering on the Government's commitment to improving the health and well-being of the working age population and is a central element of the wider **welfare reform agenda**
- ▶ 'Health Work Wellbeing is a cross departmental partnership between the Department for Work and Pensions, the Department of Health, the Health and Safety Executive, the Scottish Executive and the Welsh Assembly Government. The programme aims to help **reduce health inequalities** and **social exclusion** by demonstrating clearly that work helps people maintain and possibly improve their overall personal health and well-being
- ▶ The aim is to prevent people becoming injured or ill; **keep them healthy in work** and provide accessible support to enable them to remain in or return to work more quickly

Aims

- ▶ to ensure that the general health of the working age population improves
- ▶ to prevent work-related illness and injury, but also to go further and use the workplace as an opportunity for general health improvement
- ▶ to respond early when health problems identified
- ▶ ensure that the necessary interventions are easily and speedily available
- ▶ to help people to better manage their conditions so that they can lead as full a life as possible
- ▶ to ensure that appropriate rehabilitation support and workplace adaptations are available for those who have been out of work because of ill health, enabling them to make that leap back into work as soon as possible

Physical Health

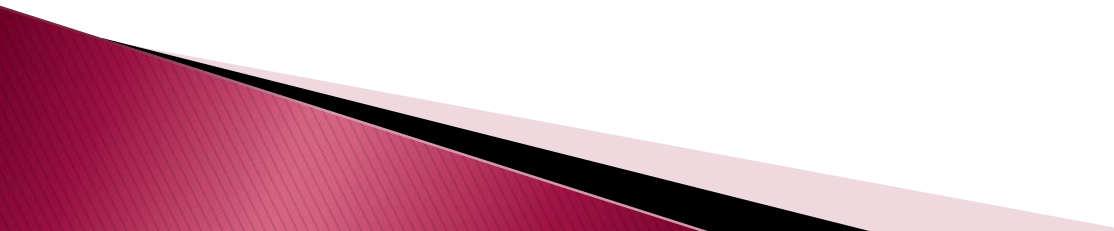
- ▶ Risk Assessments
 - ▶ Personal Protective Equipment
 - ▶ Safe Systems of Work
 - ▶ Lone and off site working guidance
 - ▶ Health Surveillance
 - ▶ In house Physiotherapy Service
- 

Minimising Risk of Ill Health

- ▶ BOSH – the chartered society for worker health protection promoting occupational hygiene
- ▶ Breathefreely –Controlling exposures to prevent occupational lung disease in the construction industry (occupational hygiene)
- ▶ IOSH, HSENI and BuildHealth – working together to beat occupational cancer

Diversifying our approach

Emotional Health & Wellbeing:

- ▶ We need to talk about emotional health and wellbeing in the same way as physical health
 - ▶ We need to talk about mental health in the same way as physical health
- 

Business Case

- ▶ Costs estimated at £8.4 billion a year in sickness absence
- ▶ Average employee takes seven days off sick each year
- ▶ 40 per cent are for mental health problems
- ▶ 70 million lost working days a year
- ▶ one in seven directly caused by a person's work or working conditions

Equality Act 2010

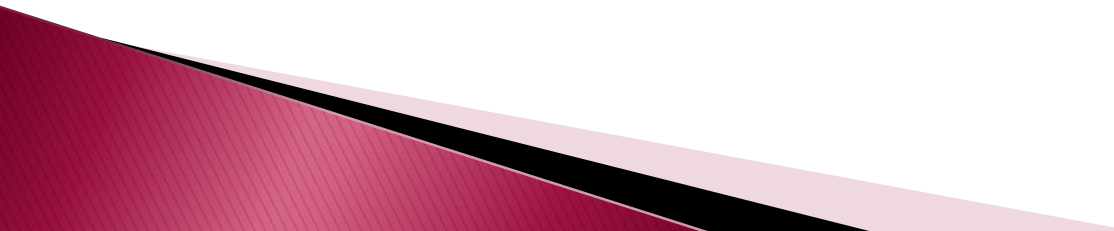
Legal duty to: make reasonable adjustments

- ▶ Change the way things are done
- ▶ Making changes to overcome barriers
- ▶ Providing extra equipment
- ▶ Evidence compliance by documenting these reasonable adjustments in terms of protected characteristics

Fairness & Respect Action Plan (CEC Equalities & Rights Strategy)

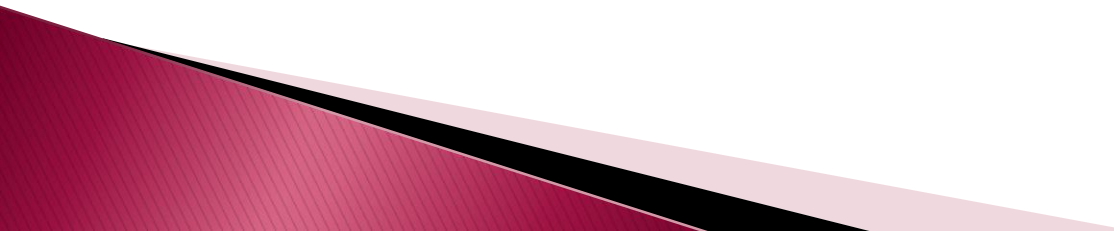
- ▶ Section 6.1 outlines our legal duty to address and eliminate discrimination, harassment, intimidation and other prohibited conduct in the workplace
- ▶ Aim of section 6.1 – to deliver a culture of fairness and respect and one in which staff treat each other with dignity and recognise difference

Tackling inappropriate behaviours

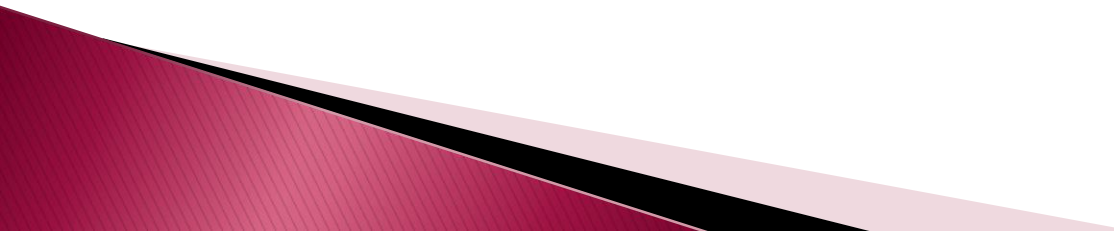
- ▶ Bullying
 - ▶ Harassment
 - ▶ Intimidation
 - ▶ Violence
 - ▶ Hate Crimes and Incidents
- 

What is hate crime?

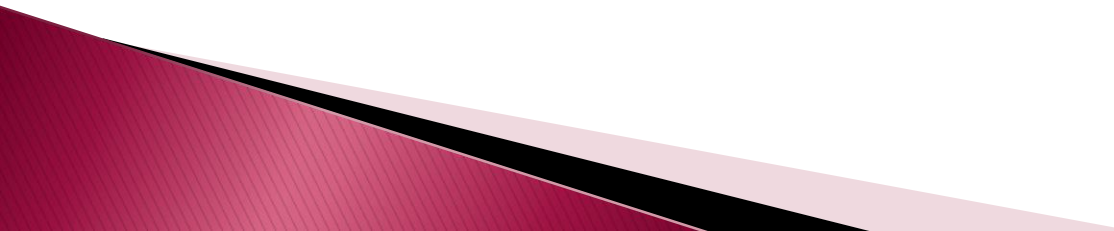
What is a hate incident?

- ▶ Racism
 - ▶ Religious intolerance
 - ▶ Homophobia
 - ▶ Transphobia
 - ▶ Hatred towards people with disabilities
- 

External Factors

- ▶ Kinship responsibilities
 - ▶ Becoming a carer
 - ▶ Debt
 - ▶ Addiction
 - ▶ Bereavement
 - ▶ Domestic Abuse
 - ▶ Victim of crime
- 

Why wouldn't you?

- ▶ Estimated average cost of workplace adjustments £50 per person
 - ▶ Cost of recruiting, selecting and training a replacement worker, is estimated at £11,625.
- 

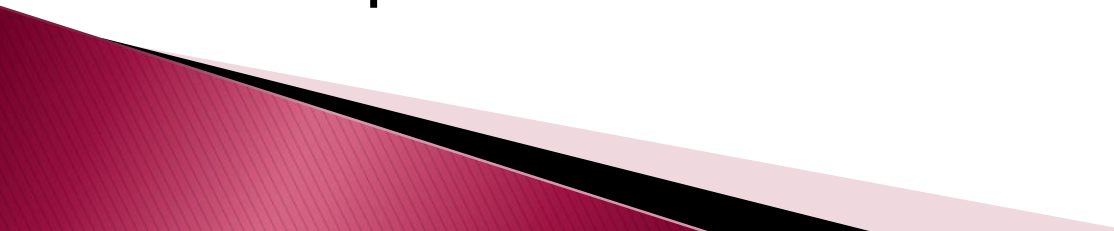
Scottish Perspective

- ▶ Mental health problems at work costs Scottish employers £2 billion a year.
- ▶ Less than 40% of employers report that they would employ someone with a mental health problem (SAMH 2011)
- ▶ 82% of people in Scotland with a mental health problem will tell a friend or family member about their illness, but only 19% will tell their boss or manager and 17% will tell a colleague (Scottish Attitudes Survey 2013)
- ▶ 1 in 5 people have called in sick due to unmanageable stress – 93% have given a different reason (MIND – 2013)

See Me in Work

- ▶ See Me in Work launched on 28th April
- ▶ A programme designed to support the end of mental health discrimination in the workplace
- ▶ City of Edinburgh Council first organisation to sign up to new framework
- ▶ 6 have signed up to engage with See Me in Work since April launch
- ▶ Programme subject of a parliamentary debate

See Me in Work

- ▶ support organisations to improve the working lives of employees with mental health problems
 - ▶ encourage an equal and fair recruiting process for those seeking employment
 - ▶ ensure those returning to work following ill-health are fully supported back into the workplace.
- 

Step 1 –Sign up and get involved

- ▶ Your organisation is aware of mental health stigma and discrimination within the workplace and is interested in finding out more about how to support staff.
- ▶ Join the See Me in Work database to receive our workplace newsletter and regular updates.


Step 2–Engage and make a Commitment

- ▶ Your senior management team is committed to undertaking an online Mental Health Check with staff and taking action based on the results.
- ▶ Management are committed to respond to the results of the survey.
- ▶ A Cost Calculator is available which enables you to calculate the cost of mental health for your organisation and estimate potential savings to support business case

Step 3 – Transform your practice

- ▶ Transform your organisation by putting your plan into action
- ▶ Ensure policy and procedures include points to address stigma and discrimination and legal requirements are met
- ▶ Develop a training programme to ensure managers can support staff who are experiencing mental health issues
- ▶ Provide awareness raising sessions for staff so they understand the impact of stigma and discrimination, policies, and know where to get help
- ▶ Redo Mental Health Check to evaluate outcomes of action plan
- ▶ Have your action plan and outcomes assessed
- ▶ Get recognition for results and become a See Me in Work Partner

Step 4 – Perform and enhance

- ▶ Keep striving to improve
 - ▶ Share your successes with colleagues and develop good practice case studies
 - ▶ Develop plans for next key actions you wish to take
 - ▶ Continually review and learn from colleagues and staff support services as to what works and what does not
- 

CEC – PEER Support Service

- ▶ Deliver Disability in the Workplace awareness raising sessions
- ▶ Provide day to day supportive signposting
- ▶ Promote the understanding of ‘normal reaction to abnormal situation’
- ▶ Have become part of localised performance and attendance management solutions
- ▶ Undertake the role of watchful waiting
- ▶ Part of the Critical Incident Response Team (both immediate response & post incident response team)

“Those working in the construction business are six times more likely to die from suicide as a result of depression than falling from a height.”

source Dan Labbard CEO, Land Lease