

The Better Health at Work Award



North East
Better Health
at Work Award

Susanne Nichol
Northern TUC

Eve Conner-McGill and Peter Mennear
Stockton-on-Tees Borough Council

Benefits of Healthy Workplaces

Health and Work

Health of UK employees

1 in 4
of UK employees reported having a **physical health condition**

1 in 5
of those employees with physical health conditions, also reported having a **mental health condition**

1 in 3
of current UK employees have a **long-term health condition**



1 in 8
of current employees reported having a **mental health condition**



1 in 10
employees reported having **musculoskeletal conditions**



42%
of employees with a health condition felt their condition **affected their work 'a great deal' or 'to some extent'**



Employees with mental and physical health comorbidity were much **more likely to see their health as affecting work**

29%
were affected 'a great deal' compared to

13%
of those with a physical condition only and

15%
of those with a mental health condition only



Sources: Health and wellbeing at work: a survey of employees, 2014; Labour Force Survey, 2012

Health and Work

Managing health at work for employers

131m
working days are lost to sickness absence every year

4.4 days
are lost on average for **each worker** due to sickness absence



42% of employees experience at least one period of sickness absence in a year

7% of employees take periods of sickness absence lasting 2 weeks or more

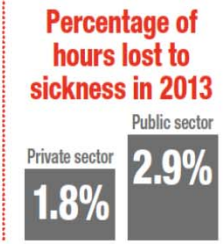
Main causes for lost working days in 2013



Costs of presenteeism (attending work while ill) are estimated to be **£30bn** annually



Employers spend **£9bn** each year on sick pay and associated costs



1 in 3 of employees with a long term health condition have **not discussed it with their employer**



52% of employees report having **access to occupational health** through their work.

39% report having **access to independent counselling**

Sources: Black & Frost, 2011; Health and wellbeing at work: a survey of employees, 2014; Labour Force Survey, various years; Vaughan-Jones & Barham, 2010; Routes onto Employment and Support Allowance, 2011

Ageing Workforce issues & challenges



Life Expectancy versus Healthy Life Expectancy in the North East

	LE (years) MEN	HLE (years) MEN
Northumberland	79.4	62.8
Stockton-on-Tees	78.4	61.6
Darlington	78.2	61.5
Redcar and Cleveland	78.6	60.4
North Tyneside	77.8	60.2
County Durham	78.1	59.1
South Tyneside	77.1	58.9
Sunderland	77.3	58.7
Newcastle upon Tyne	77.9	58.5
Gateshead	77.8	58.4
Middlesbrough	76.2	57.7
Hartlepool	77.7	55.6

Local authority name	LE (years) WOMEN	HLE (years) WOMEN
Northumberland	82.5	64.2
North Tyneside	82.7	62.7
Stockton-on-Tees	82.3	61.8
Darlington	82.2	61.5
Middlesbrough	79.8	61.3
Redcar and Cleveland	82.1	59.5
Gateshead	81.2	59.4
Newcastle upon Tyne	81.9	59.4
South Tyneside	81.6	59.1
Sunderland	80.8	58.2
Hartlepool	81.7	58.0
County Durham	81.4	56.7

NB. Retirement age will be 66 from 2018 – and rising to 68!!

4.3

The average



The Award covers the North East and Cumbria

£ 15m

In 2016, 15.8 million working days were lost due to mental health issues (inc stress, anxiety, depression) in the UK

For every £1 invested in workplace stress prevention there was a ROI of £2

£2

Workers living in the North East had the highest rate of sickness absence in England in 2016



ROI for workplace health programmes ranges from £2 to £34 for every £1 invested



costs the UK economy almost £13 billion per year.

£ 13b



37.3 million working days were lost due to sickness or injury in the UK in 2016

In 2017, 350 employers covering over 235,000 employees engaged with the Award

Better Health at Work – the Award



- **FREE** health & wellbeing programme (specifically geared to workplaces) with quality kitemark
- Coordinated by TUC since 2013 (funded by LAs)
- **Covers whole of North East**

Open to **ALL** employers:

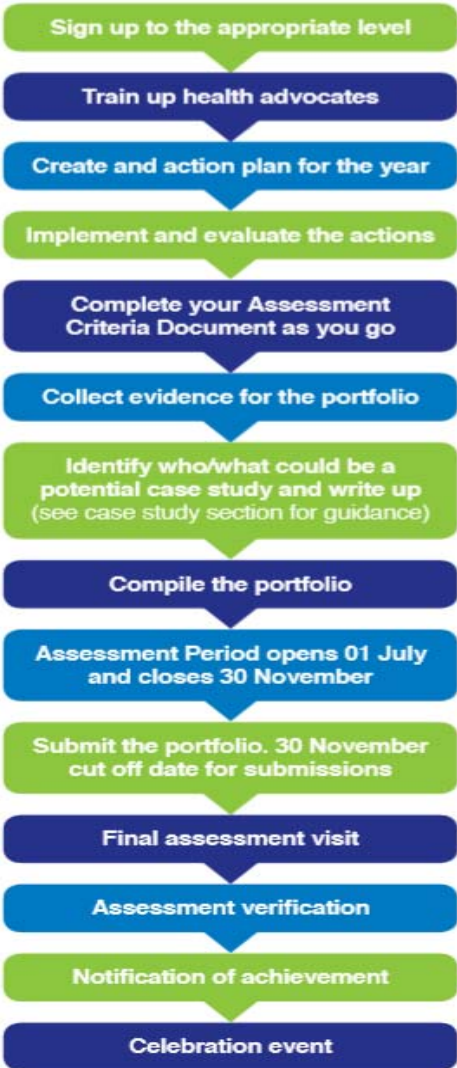
- large, medium and small
- unionised and non-unionised
- public, private and third sector
- Progression-based Award:
Bronze **Silver** **Gold** **Continuing Excellence** **Ambassador Status**
- Utilises a holistic bottom-up meets top-down approach: driven by consultation and peer support in the form of Health Advocates (proactive and reactive)



The Process

i
Create an action plan for the year- including setting your assessment date

Ensure you are familiar and comfortable with the requisite criteria for your level.



i
Applications for the award need to be made by a senior person within the organisation in consultation with the local award co-ordinator. This includes commitment to the signing of the Better Health at Work Charter at Bronze.

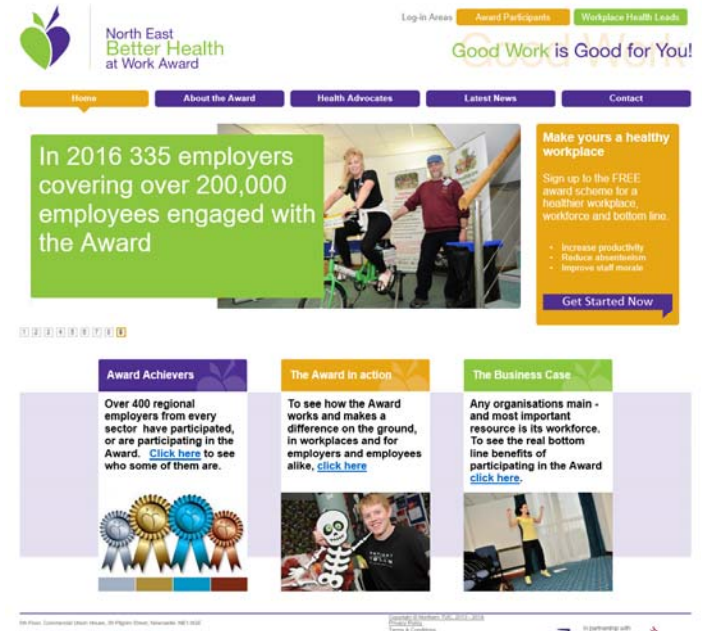
Familiarise yourself with the appropriate criteria.

i
Your dedicated Workplace Health Lead will be able to provide guidance on, for example, carrying out a health needs assessment and developing health-related policies.

Resources, information and signposting will also be available to those organisations taking part in the award from the coordinators.

i
This is usually conducted by your dedicated BHAWA contact and is then submitted to the coordinators to undergo quality assurance checks and verification.

i
This is provided by the BHAWA coordinators by a stipulated date, depending on submission date.



www.betterhealthatworkne.org

2017 Regional Picture

- **350+ workplaces** participating in north east
- Direct reach of **over 208,000 workers**
- **63% of participants SMEs**
- **450 Health Advocates** trained (total network of more than 2300)
- **2837 health and wellbeing activities/campaigns delivered**
- Reported average difference in sickness absence of **-2.03 days per WTE**
- **1,000,000+** points of health and wellbeing contact/ participations

“A healthy, well, resilient, and vital workforce may be considered a **corporate asset in striving toward a healthy bottom line. It is also an important piece in the puzzle of creating healthy, vibrant, and **productive communities**. Those healthy communities stand at the heart of a **vital local economy** that attracts new employers and industries, creates jobs, increases housing values, enhances prosperity, and supports local, national, and global competitiveness.”**

Pronk NP. Placing Workplace Wellness in Proper Context: Value Beyond Money. *Preventing Chronic Disease*. 2014;11:E119. doi:10.5888/pcd11.140128.

Stockton-on-Tees Borough Council's Approach

- Whole workplace approach
- Governance – Steering Group, Identified lead members of staff
- Importance of networks - Health Advocate Network, Departmental Teams, Shaping a Brighter Future
- Lots of campaigns and events have already taken place - Macmillan Coffee Mornings, Healthy Market Place, Tea and Talk ...
- Planned 2018-19 Campaigns - Responding to causes of absence and requests from services

Role of the Health Advocate



- Any member of staff with an interest in the health and wellbeing agenda can be a Health Advocate
- Champion workplace health activities and initiatives
- Support from management
- Carry out Very Brief Advice / Brief Interventions
- Support and promote events
- Sign post to services
- Develop initiatives for colleagues and staff
- Maintain a Notice Board

Not there to give medical advice!



Physical activity benefits for adults and older adults

BENEFITS HEALTH

- IMPROVED SLEEP
- MAINTAINS HEALTHY WEIGHT
- MANAGED STRESS
- IMPROVES QUALITY OF LIFE

REDUCE YOUR CHANCE OF

Type 2 Diabetes	-40%
Cardiovascular Disease	-35%
Falls, Depression and Dementia	-30%
Joint and Back Pain	-25%
Cancers (Colon and Breast)	-20%

What should you do?

For a healthy heart and mind To keep your muscles, bones and joints strong To reduce your chance of falls

Be Active

VIGOROUS MODERATE

MINUTES PER WEEK
75 OR 150

VIGOROUS INTENSITY (STRECHING/HEAVY) MODERATE INTENSITY (HOUSEWORK/STAIRS)

OR A COMBINATION OF BOTH

Sit Less

BREAK UP SITTING TIME

Build Strength

2 DAYS PER WEEK

Improve Balance

2 DAYS PER WEEK

Something is better than nothing. Start small and build up gradually: just 10 minutes at a time provides benefit. MAKE A START TODAY: It's never too late!

UK Chief Medical Officers' Guidelines 2011 Start Active, Stay Active: <http://bit.ly/startactive>

PAYING THE PRICE OF ALCOHOL

DRY JANUARY Alcohol Concern NHS Employers

IMPACT ON THE UK

- 1.6M PEOPLE ALCOHOL DEPENDENT
- 9,920 DRINK DRIVING ACCIDENTS PA
- 917,000 VIOLENT INCIDENTS PA
- 24% OF DRINKERS CONSUME ALCOHOL IN A HARMFUL WAY
- 7.7 LITRES OF ALCOHOL ARE CONSUMED PER HEAD ON AVERAGE
- COSTS TO EACH TAX PAYER £125 PA
- ANNUAL COST OF MISUSE £21BN
- ANNUAL COST OF ALCOHOL-RELATED CRIME £11.8BN

IMPACT ON THE NHS

- 1.2M ALCOHOL RELATED ADMISSIONS PA
- 49,656 ADMISSIONS FOR LIVER DISEASE PA
- 117% INCREASE IN UNDER 30s ADMISSIONS PA
- 18,200 UNDER 18s RECEIVE SPECIALIST HELP FOR ALCOHOL PROBLEMS PA
- 100% INCREASE IN ADMISSIONS 60-74 AGE GROUP
- ANNUAL COST £3.5BN

RISKS

ALCOHOL CAN BE THE CAUSE OF MORE THAN 40 MEDICAL CONDITIONS

- HIGH BLOOD PRESSURE
- CIRRHOSIS OF THE LIVER
- STOMACH CANCER
- DEPRESSION
- MOUTH CANCER
- THROAT CANCER
- BREAST CANCER
- LIVER CANCER

IMPACT ON MORTALITY

- 6,490 ALCOHOL-RELATED DEATHS PER YEAR
- 63% OF LIVER DISEASE DEATHS DUE TO ALCOHOL
- 230 DRINK DRIVING DEATHS
- 10% ALCOHOL CONTRIBUTES 10% TO THE BURDEN OF DEATH AND DISEASE IN ENGLAND

BENEFITS OF CUTTING DOWN

- SLEEP BETTER
- SAVE MONEY
- LOSE WEIGHT
- NO HANGOVERS
- IMPROVED SKIN & HAIR
- LOWER STRESS LEVELS
- LOWER BLOOD PRESSURE
- MORE ENERGY
- FEEL HEALTHIER

RECOMMENDED UNITS PER DAY

MEN AND WOMEN SHOULD NOT TO DRINK MORE THAN 14 UNITS PER WEEK (SPREAD OVER 3 DAYS OR MORE)

10 UNITS IN A BOTTLE OF WINE OR 23 UNITS IN A GLASS OF WINE OR PINT OF BEER OR 1 UNIT IN A SINGLE SPIRIT

OR

30% OF THE POPULATION DRINK MORE THAN THE RECOMMENDED UNITS

ALCOHOL CONTAINS 7 CALORIES PER GRAM, ALMOST THE SAME AS PURE FAT

1 GLASS OF WINE = 1 SLICE OF CAKE (SIMILAR AMOUNT OF CALORIES)

IT IS RECOMMENDED TO HAVE NO ALCOHOL AT LEAST 2 OR 3 DAYS PER WEEK

SOURCE: ALCOHOL CONCERN (WWW.ALCOHOLCONCERN.ORG.UK) PUBLISHED 2016. © NHS CONFEDERATION 2016



1 Minute Desk Check

It only takes 1 minute to check your workstation. It is important to adjust the chair and the desk equipment every time you change workstation.

Before you start work...

- Is the chair high enough that your elbows are at 90 degrees or more when typing?
- Is your back supported by the chair?
- Are your feet flat on the floor? (If not, is there a foot rest available?)
- Is the screen one arm's length away from you?
- Are the most important things within easy reach?

The Better Health at Work Award

INSIGHT

WELLBEING AT WORK

Feeling Low? Need Support?

For 24 hour support and advice call:

0800 027 7844
0300 555 0120
www.insightwellbeingatwork.org





North East Better Health at Work Award

Continuing Excellence

Better Health at Work Award

ABOUT THE AWARD

The Better Health at Work Award recognises the efforts of local employers in addressing health issues within the workplace.

All of the region's twelve Local Authorities, the NHS and the Northern TUC, now participate with the support and endorsement from Public Health England.

Stockton Borough Council are proud holders of the highest accolade of this award - Continuing Excellence.



Related

[Employee Development & Engagement](#)[Employee Support](#)[Family Friendly Benefits](#)[Health and Wellbeing](#)[Better Health at Work Award](#)[Counselling Service - Insight Healthcare](#)[Mindfulness Programme](#)[Occupational Health Service](#)[Physiotherapy - Body2Fit](#)[Podiatry Assessments - Body2Fit](#)[Tees Active Leisure](#)[Tees Valley Chaplaincy Service](#)[Work Life Balance and Attendance Policy](#)[Workplace Assessments - Body2Fit](#)[Holidays and time off](#)[Other Employee Benefits](#)[Pay & Reward](#)

Outcomes for Stockton-on-Tees

- Achievement of Continuing Excellence level
- Increasing number of Health Advocates throughout the Council
- Development of staff-led initiatives
- Increased uptake in staff flu vaccination
- Mental Health Training for Managers
- Mindfulness course
- Back2Fit backcare programme

In addition - mentoring and sharing information with other workplaces undertaking the award

Some quotes from employees

“I had only been working for SBC less than two months when I joined the running group, so it was nice getting to know everyone in the group. It was a lovely mix of people, and everyone supports each other.”

“I’ve loved just heading out along the river straight after work as it hasn’t impacted on the rest of my evening.”

“This is such a great way of promoting the lovely environments on our doorstep – I didn’t even know you could walk round this nature reserve.”

Thank you for listening!

Eve Conner-McGill, Sex and Relationship Education Co-ordinator, Public Health, Stockton-on-Tees Borough Council

eve.conner-mcgill@stockton.gov.uk

Peter Mennear, Scrutiny Officer, Democratic Services, Stockton-on-Tees Borough Council

peter.mennear@stockton.gov.uk

Susanne Nichol, Better Health at Work Co-ordinator, Northern TUC

snichol@tuc.org.uk



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Health and Wellbeing

Big plans for the health of our people