

HEALTHY WORKPLACE AWARDS

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Purpose of Briefing

1. The Health and Wellbeing Board is asked to endorse the Healthy Workplace Standards as a strategic framework.
2. Health and Wellbeing Board members are asked to take the standards back for discussion with senior colleagues and health and wellbeing leads within their organisations.

1. Issues

1.1 Significant Health Needs for Working Aged People in Milton Keynes

The working age population of Milton Keynes is approximately 168,800. Based on national data, at any one time in Milton Keynes, we would expect approximately one in three (56,000 people) to have a long-term health condition; one in six (28,000 people) to experience a common mental health issue, and one in ten (17,000 people) to experience a musculo-skeletal disorder.

1.2 Workplaces are an Important Influence on People's Health

Being employed can improve people's health and wellbeing. It reduces social exclusion, provides economic stability, can provide people with structure and a sense of purpose, and is directly linked to better health. The importance of workplace health is set out in several government reports, e.g. Working for a Healthier Tomorrow (Black, 2008)ⁱ, and Workplace Health (Nice Guidelines 13, 2017)ⁱⁱ.

1.3 The Economic Case for better Workplace Health

Sickness absence costs the UK economy £100 billion per yearⁱⁱⁱ. A happy healthy workforce can reduce sickness absence, reduce staff turnover and improve productivity.

1.4 The Case for the Workplace Health Standards

Whilst many workplaces are taking important steps to improve workplace health, many are not, and many do not know where to start. The Workplace Health Standards provide a set of standards across multiple domains that both

encourage and support workplaces to change their culture and practice to better support health.

They provide a comprehensive, consistent, and inclusive framework enabling workplaces to improve the health and wellbeing of working aged adults. They encourage employers to take the lead to promote employee lifestyle changes through policy and culture change as well as the provision of preventive services.

Workplaces can engage with the standards at three levels to achieve Healthy Workplace Status; bronze, silver or gold, providing an incentive for organisations to develop over time. The scheme is suitable for workplaces of all sizes and sectors, and is adaptable to the varying needs of workplaces, their levels of resource and their starting position.

The Workplace Health Standards have been developed by the Public Health Workplace Health Team in partnership with colleagues across the region, including Public Health England (now Office of Health Improvement and Disparities OHID). The standards are evidence informed.

1.5 The Healthy Workplace Standards Process



2. Pre

2.1 The Health and Wellbeing Board is asked to endorse the Healthy Workplace Standards as a strategic framework.

2.2 Health and Wellbeing Board members are asked to take the standards back for discussion with senior colleagues and health and wellbeing leads within their organisations.

23 Organisations register their interest with the Workplace Health Team who will work with them to achieving the standard(s) at their chosen level.

2.4 The standards are promoted across Milton Keynes (and Bedford Borough and Central Bedfordshire) to encourage registration of workplaces from Summer 2022.

List of Annexes

The following Annex is provided through an electronic link:

<https://www.healthyworkplaceaward.org.uk/>

List of Background Papers

None

ⁱ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/209782/hwwb-working-for-a-healthier-tomorrow.pdf

ⁱⁱ <https://www.nice.org.uk/guidance/ng13>

ⁱⁱⁱ <https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work>