Healthy Workplace

SUGAR SMART webinar

www.behealthyatwork.org

behealthyatwork
@behealthyatwork
Why Workplace Health?

The workplace is where many people spend the largest proportion of their time. It can therefore play a key role in contributing to the health of the individuals that work there and, in turn, the health of the whole organisation.
An unhealthy workforce hurts the UK's economy and society due to lost productivity, reducing income tax receipts, increases in long-term sickness and increased healthcare costs. Better management of employee health can minimise these costs.

The costs to the taxpayer – benefit costs, additional healthcare costs and forgone taxes – are estimated to be over £60bn annually.

The combined costs of sickness absence, lost productivity through worklessness, and health-related productivity losses are estimated to be over £100bn annually. This is greater than the current annual budget for the NHS and equivalent to the entire GDP of Portugal.

Sources: Black, 2008
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.

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:
- Musculoskeletal conditions: 31m days
- Minor illnesses (coughs and colds): 27m days
- Stress, anxiety or depression: 15m days

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.

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

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

Percentage of hours lost to sickness in 2013:
- Private sector: 1.8%
- Public sector: 2.9%

Physical activity, healthy eating and healthier weight in the workplace

Around a third of adults in England are damaging their health through a lack of physical activity.

1 in 4 women and 1 in 5 men in England are defined as inactive.

Healthy eating can reduce the risk of chronic diseases such as heart disease, stroke and some cancers.

On average, obesity deprives an individual of an extra 9 years of life.

Employees who are in good health are less likely to need time off work and are likely to be more productive.

In 2015, 57% of women and 66% of men in the UK were overweight or obese.

Latest data show that in the UK only 25% of men and 28% of women ate the recommended level of at least five fruits and vegetables per day.

The cost of an unhealthy workforce to the UK taxpayer has been estimated at over £60 billion per year.

*Inactive* – doing less than 30 minutes of moderate physical activity each week.

Sources: 1 Health Survey for England 2016, NHS Digital • 2 Govuk guidance on physical activity • 3 Public Health England • 4 BITC • 5 NHS Digital • 6 The National Diet and Nutrition Survey • 7 Govuk guidance on obesity
What is the Healthy Workplace Programme?

The Healthy Workplace Programme is a county standard of good practice and a quality mark of health and wellbeing in the workplace.

We support and encourage Workplaces to look after the Health & Wellbeing of their staff to decrease sickness, improve morale, general health and more.

We offer a framework for workplaces to work towards which includes 10 key areas:

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<th>1. Creating a Healthy Workplace</th>
<th>6. Stop Smoking</th>
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<td>2. Health &amp; Safety</td>
<td>7. Alcohol &amp; Substance Misuse</td>
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<td>3. Recruitment, Retention &amp; Return to Work</td>
<td>8. Physical Activity including Active Travel</td>
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<td>4. Mental Wellbeing including minimising Stress</td>
<td>9. Healthier Eating including Healthy Weight</td>
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What is the Healthy Workplace Programme?

These 10 key areas then enable workplaces to engage with our Annual Healthy Workplace Awards to achieve: Bronze, Silver or Gold. Where we celebrate and share knowledge and best practice for workplaces in Cornwall.
What We Offer

To support workplaces to work towards and achieve a Healthy Workplace Award, the Health Promotion Service offers support & help in many health areas:

4. Mental Health & Wellbeing including Stress Prevention
5. Back Pain & Prevention
6. Stop Smoking
7. Alcohol & substance
8. Physical Activity including Active Travel
9. Healthy Eating including Healthy Weight
10. Choosing Well
What We Offer

In addition we also support workplaces with other events, opportunities, training sessions and information:

For example:
• Ad Hoc training days
• Bi-Annual workplace Forums (hosted by workplaces)
• Annual Cornwall Beach Games and the ‘Get Active Challenge’
• Annual Conference & Award Ceremony

We have a range of promotional materials and utilise our website and newsletters to share updates, current activity and information.
Provide information on healthy eating, promoting 5 A DAY, the Eatwell Guide, sugar swaps & the importance of breakfast.

Promote the importance of keeping hydrated

Join SUGAR SMART - working with businesses across the UK to help people become smart about sugar
Healthy Workplace Conference
Healthy Weight in the Workplace

12 week programme – to suit the workplace & your colleagues

**Week 1** – theory around key healthy eating messages & weigh on the Body Composition Scales

**Week 12** – re weigh in and follow up session
Physical Activity, Healthy Eating & Healthier Weight: a toolkit for employers

Physical activity, healthy eating and healthier weight in the workplace

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Case Studies – YMCA Cornwall
Case Studies – Ocean Housing
Case Studies – Roddas Creamery
Future Plans

• Sugar Smart ambassadors / training

• Healthy Schools – award programme

• Healthy Under 5’s – programme for Early Year settings in Cornwall
Thank you for listening!

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