



**Delivering engaging and effective workplace health and wellbeing programmes.**

**So your employees are well, productive, and giving great customer satisfaction.**

## Counting the cost of absence to your organisation? Have you heard about the Healthy Worker Trainers Course?

The Healthy Worker Trainers Courses have become established within the NHS. However there is now opportunity for other Public Sector organisations to have their own Healthy Worker Trainers, making it a great cost effective way to reduce absence costs and improve the health and wellbeing of your employees. The course itself continues to be available to smaller organisations that prefer us to deliver in-house courses for them.

### The issues

- Public Sector austerity and financial challenges look set to continue for some time.
- Reports within the public sector of having to deliver more, with less, are widespread.
- Processes have been made leaner, services outsourced or managed differently. Innovative and radical new ways of working have been introduced.
- Despite efforts to use present processes to manage employee absence and wellbeing, these areas often remain an organisational concern.

Whilst regular attendance of employees at work helps 'the bottom line', it is also essential to oil the wheels of productivity.

There is now good quality evidence of the links between employee health and wellbeing, the achievement of the organisation's key performance and financial goals, as well as customer satisfaction.

These dimensions are inseparable.



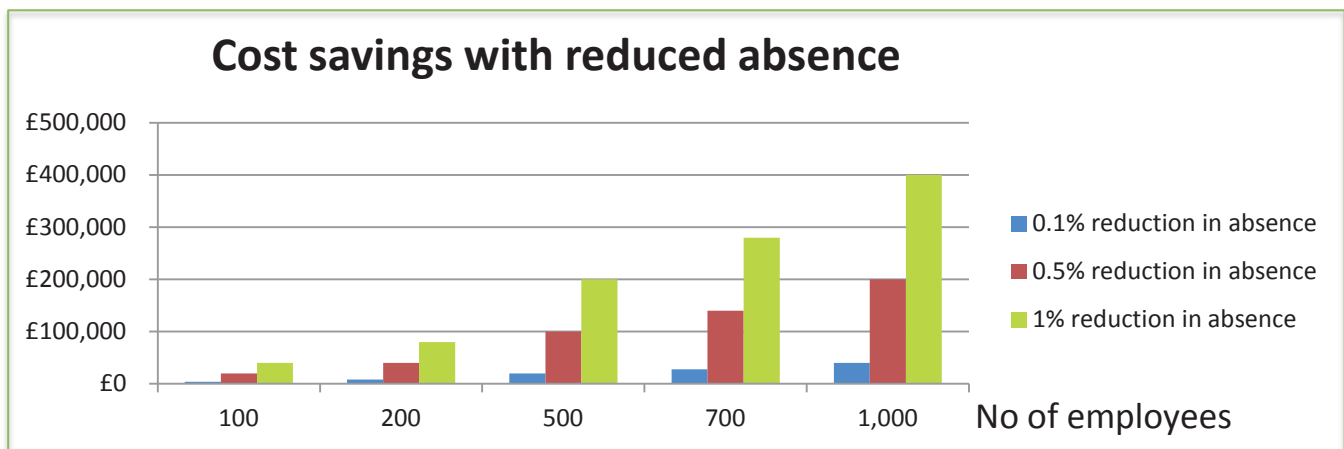
This is an opportunity to think differently. An opportunity for Finance and HR teams to work together. It's time to think of innovative solutions to find a 'win – win' for both your organisation and your employees.

Reviewing the underlying influences on health and wellbeing is important, to really make a difference.

We work with individuals to empower them to improve their health and wellbeing. They 'win' through improved confidence, self-esteem and wellbeing and the organisation 'wins' through reduced absence and increased productivity.

### What could your Organisation save?

The table below demonstrates costs savings with reduced absence, for the average salary of £29,900/year.



So, for example, a Council with 3,000 employees could save £600,000 by reducing their absence levels by 0.5%, say from 4.6% to 4.1%

### It's not just the cost...

Organisations differ on their key priorities but here are some other reasons to reduce sickness absence and improve employee wellbeing.



## Case Study - The Healthy Worker working with the NHS.

### The area of concern

There are challenges due to the frontline nature of the work, and potentially emotionally involved issues to be addressed. To provide the best service, employees need to feel well and resilient. Annual sickness absence costs NHS Trusts £millions. Plus there are challenges in relation to team morale, continuity of care and the need for temporary cover.

Present interventions only produced a short term effect.

Those who struggle to attend work on a regular basis repeatedly came to the attention of their Managers and HR Departments. Capability policies don't change the underlying way individuals respond to health concerns, so interventions only produce short term improvements, are often disengaging and lead to further productivity loss.

### How The Healthy Worker works with the NHS

The Healthy Worker trains and equips NHS staff to deliver The Healthy Worker Course via a Trainers programme. The course itself supports and empowers individuals to review their health and wellbeing and make beneficial health related changes. It provides delegates with tools to improve their present situation and the empowerment to take them forward.

Within the NHS the course has been very well received, winning national awards and recognition. It is now delivered via a Trainers programme to enable cost effective, local, in-house delivery.

It is a highly participative course in which delegates:

- Complete insightful exercises within a handbook which they can refer back to after the course.
- Gain a crystallised appraisal of their current situation.
- Establish their plan for priorities over the next three months.
- Access reviews at 3, 6 and 12 months post course, with opportunity to review their progress and plan next steps.
- Participate in discussions on relevant subject areas.
- Gain empowerment to enable them to look freshly at solutions to potentially long standing problems.

### The outcomes

It's always important, to us, to know we are making a difference. Established evaluation methods include comparative sickness absence data. We feel this is an important workplace measure for course commissioners. We also glean qualitative information from review sessions about individual's experiences as a result of attending the course. The outcomes from three Trusts are detailed below, comparing absence 12 months before to 12 months after delegates attended the course.

	Reduction in sickness absence days	Reduction in number of absence episodes	First year average cost savings per person
Case Study 1 (n= 38)	46%	Not recorded	£3115
Case Study 2 (n=23)	61%	32%	£5000 (a local salary enhancement is paid within this Trust)
Case Study 3 (n=25)	49%	42%	£2920 (post deductions for all costs of delivering the course)

Across the three case studies the average first year savings, per attendee, was £3,562.

### Personal outcomes

From the reviews we learn about the difference this course makes to people's lives and how they are able to live them. Here are three of many changes which course delegates have shared with us:

A gentleman who changed his diet significantly. He lost weight and improved his sense of wellbeing. His attitude changed from not being concerned about high levels of absence to being proud of what he'd achieved, with good attendance levels. His dietary changes had an effect within the family home and he spoke of how happy he was about the impact and implication for his children.

A lady who struggles with an eating disorder hadn't driven for 8 years. Within 3 months of the course she drove to her grandmothers and took her out for lunch.

A lady with OCD attended whilst quite unwell. She felt the course gave her the tools to manage her wellbeing and triggers for her condition. She expressed how liberating she found it as she could finally work to help herself.

### Other measures

These include asking individuals whether they are more physically active, have a healthier diet, feel more positive and whether they feel more open to change. The scores are between 80 and 90% of delegates feeling the course has made a positive impact upon these measures.

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## How else can we help you?

Improving organisational health and wellbeing relates to more than just facilitating health improvement in employees, it's about organisational leadership styles and management actions too. This is one example of how we at The Healthy Worker Ltd can support your organisation. Please contact us if you are seeking to re-focus your organisational health and wellbeing or are looking for new solutions.

### What our customers say:

- Excellent – wonderful knowledgeable trainers.
- First course ever my eyelids haven't got heavy. Engaging and inspirational course.
- Thoroughly enjoyed being part of group. Excellent facilitators, enjoyed different teaching styles / delivery. Good range of teaching methods. Increased knowledge and confidence.
- Very enjoyable, informative and interactive. Stimulated thought.

To book Healthy Worker Trainers Course places or for further information please contact us:

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If we feel we can assist and add value to your business we would be delighted to work with you, if we can't we will let you know.