



# The Healthy Worker

January 2016 Newsletter

January is often a time for reflection and looking back over 2015, it was a great year. I personally would like to say "thank you" to all our clients, those we have worked alongside and all who have attended our workshops, for making 2015 such a success for The Healthy Worker. So, 'thank you', and here's looking forward to all that 2016 brings.



## Getting to grips with the NICE guidelines "Workplace policy and management practices to improve the health and wellbeing of employees."

It's a lengthy title but does the content live up to expectations?

The components are summarised in the diagram below and we'll take a look at these over the coming months.



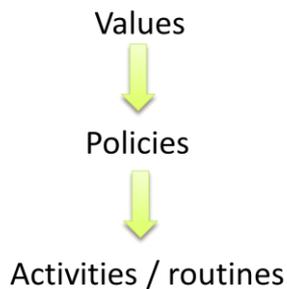
So, lets talk about **organisational commitment**.

Increasingly there is appreciation of the value that health and wellbeing brings to the business. In 2009 PWC found the financial return to be between £2.30 and £10.10 for every £1 spent. The business case, and you probably need one, should link health and wellbeing to productivity. The second important factor is in ensuring your organisations stated 'values' are aligned to policies and managers actions. This has a real impact on mental wellbeing and engagement. (Continued overpage)

**This months offer**  
**20% off our personal wellbeing workshops until 01 March 2016.** Help get 2016 off to a great start by creating momentum through our inspiring workshops. Your employees will gain a clear focus of what they can do, and how they can improve their health and wellbeing for the coming year  
**Contact us today!**

**Dates for your diary**  
01-28<sup>th</sup> Feb – National Heart Month  
04 Feb – World Cancer Day  
22-28 Feb – Eating Disorder Awareness Week  
29<sup>th</sup>-6<sup>th</sup> March - National Salt Awareness Week

If your organisation says it does 'x' but there's no reference within relevant policies and your manager does 'y', disillusionment or worse, sets in rapidly. The alignment of values, policies and behaviours can be seen as:



Many internal complaints relate to this issue. We are at our happiest at work when our values are concordant with those of our employer. If we believe that to be the case, but the lived values differ from the espoused values, the organisation will feel the impact in its productivity, turnover and absence rates.

### Focusing on the **Physical work environment**

Physical work environment

This aspect is where you should start. It covers the statutory requirements, and the areas where you are most likely to do significant harm to your employees. Hence it is the priority area.

Many organisations I speak to are keen to get on with aspects of health and wellbeing which have been asked for, or that may gain some engagement rewards.

The reality though, is that there is no point in doing those aspects if you are not already clear that you are compliant with at least the minimum statutory requirements.

Think about your COSHH assessment, Lone working, Workplace regulations, DSE and the Manual Handling Regulations, plus any others which apply to your area of work.

Once this area is sufficiently addressed, you are in a better position to start building on the other areas. If you need a hand to map out your health and wellbeing priorities, give us a call.

## Come and say hello!

Last year was the first that we took part in, and spoke at, several CIPD events, however it won't be the last! We've met lots of wonderful people along the way and made some great contacts during our travels. So, we plan to meet up with many of you again this year.



If we are at an event, and you are there, please come and say hello. We may be with our partners Peopletopia, who specialise in engagement and management development ([www.peopletopia.co.uk](http://www.peopletopia.co.uk)). It's a great combination, a 'one stop shop' to improve your company or organisations productivity.

## Thought for the month

Your body is capable of the most amazing things, it's your mind that determines what you achieve.

Tim Brabant

## About 'The Healthy Worker Ltd'

We support public and private sector organisations to improve employee health and wellbeing, and reduce sickness absence or presenteeism.

We provide Consultancy and Training Services, including:

- National Award winning Health Worker Course
- Managing Absence
- Stress, managing it and stress risk assessment
- Personal resilience
- Improving your wellbeing workshops

For further details, see our **new** website!