



# The Healthy Worker

March 2015 Newsletter

## Why you can't leave people to their own devices

A 2007 experiment conducted by a British psychologist provides some useful thoughts at this time of year. Richard Wiseman concluded that 88% of people who make New Year's Resolutions like 'getting healthy' end up failing. Why? Because their 'get healthy' goal is not clear or measurable. Without goal setting, ongoing motivation, reward and support it is not surprising that gymnasiums are full in January and empty again in March.

This explains why the good intentions of New Year are conspicuously absent when Easter Bunny hops into town.

Glenn Risely, developer of Global Corporate Challenge, recalls HR heads lamenting that their efforts to encourage healthy behaviour among their employees were going unrewarded. He says they talked about how they'd allocated budget and provided every employee with a pedometer. As one Human Resources head of a global accounting firm explained, we put a pedometer on each employees' desk with a card explaining that in order to be healthy, they needed to move more and wished them luck. It turned out, luck wasn't on their side.

Employees need more than just devices to help them make longer term improvements to their health and wellbeing. The benefits however of achieving this come in many forms. Improved productivity, decreased absence and improved customer satisfaction, to name a few.

The key to success is not in knowing what we should do, as many of us are aware. Success comes with some support and tools to know how to do those things we know we should.

## What are your priorities?

We'd love to know, what your plans and priorities are in relation to employee health and wellbeing, for the new Financial year.

Please drop us a line at:

[info@thehealthyworker.co.uk](mailto:info@thehealthyworker.co.uk)

## This seasons offer

20% off all Personal Care Planning Workshops, until June 2015.

Help your team members improve their health and wellbeing through our coaching style workshops

**Contact us today!**

## Dates for your diary

- 16-22<sup>nd</sup> March. National Salt Awareness Week. Nutrition and Hydration Week.
- April – Bowel Cancer Awareness Month.
- 20<sup>th</sup> – 26<sup>th</sup> April Allergy Awareness Week.
- May – National Walking Month

## The New Fit to Work Service.

A new offering from the Government, in response to 'Health at work – an independent review of sickness absence' undertaken by David Frost and Dame Carol Black, was launched in January 2015.

This service will enable GPs or employers to refer employees after 4 weeks of absence for an Occupational Health Review.

The aim is to reduce absence levels through planning appropriate earlier returns to work than what be achieved without Occupational Health liaison and is in recognition that employees working within small to medium sized enterprises rarely have access to a full Occupational Health Service.

For those with an in-house service already, it is anticipated that you will continue with your current arrangements, which should be providing a preferable service for you. Should you need any advice regarding setting metrics for contract management do get in touch with us.

However the aspect which may be of interest to all employers, and from our research is not well known about, is the opportunity for up to £500 tax rebate on medically advised treatments for your employees. These can be advised by the Fit for Work service, or your in-house service.

The guidance is available at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/408274/fit-for-work-employers-guide-feb-2015.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/408274/fit-for-work-employers-guide-feb-2015.pdf)

For those looking to use the new Fit for Work service you may need to be patient. The roll out has commenced in Sheffield, and Betsi Cadwaladr University Health Board (UHB) areas. It is due to complete its spread across the country by Autumn 2015.

We'd be very interested to know if / how you plan to use the new Service. If you have used it, what was your experience of it? So please do let us know via e-mail. We look forward to hearing from you.

## A new partnership.....

It is always exciting to have new things on offer .So we are delighted to inform you that The Healthy Worker has teamed up with **Wellness Counts**, who provide an on-line support programme for weight loss, increasing your exercise levels, healthier eating and improving your mood.

You can take their comprehensive health assessment questionnaire, set your goals, do the Stepstone challenge and track your progress. You also gain access to their informative and motivating support materials for a twelve month period for **HALF PRICE!!** This introductory offer costs just £17.50, that's a great deal, for a great deal!

You can access their website at:

[www.wellnesscounts.co.uk](http://www.wellnesscounts.co.uk) and **enter the code WED50 for this great offer.** For corporate subscriptions please contact us to discuss your requirements.

Do let us know how you are getting on, we are always delighted to hear your feedback.

**E-mail us:** [info@thehealthyworker.co.uk](mailto:info@thehealthyworker.co.uk)

## Thought for the day

Your present circumstances don't determine where you get to, they merely determine where you start.

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## About 'The Healthy Worker Ltd'

We support organisations to improve employee health and wellbeing, and reduce sickness absence or presenteeism. We provide Consultancy and Training Services, including our National Award winning Health Worker Course.

Liz Preece, the Founder, has extensive experience and an MSc in Occupational Health.

See our website for further details,  
[www.thehealthyworker.co.uk](http://www.thehealthyworker.co.uk)