



The Healthy Worker

March 2016 Newsletter

The new Financial Year looms

As the new financial year looms, budgets are set and plans are being made about how financial and service delivery goals can be met.

Your staff are probably your most valuable resource and their illness or absence impacts your business in terms of productivity loss, poorer customer satisfaction, team engagement and direct absence costs.



These pressures mean that more businesses are recognising the need to invest not just in having staff at work, but having well staff at work. If you haven't already seen it, the CIPD have produced a Policy report



http://www.cipd.co.uk/binaries/health-well-being-agenda_2016-first-steps-full-potential.pdf) which identifies business case issues, the dimensions of a healthy workplace and discusses evaluation of your interventions. It also recognises the need for any wellbeing plans to align with your organisations values, something we at The Healthy Worker are passionate about!

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 website, www.thehealthyworker.co.uk

This months offer

In line with our Mental



Wellbeing theme, we are offering 25% off our Mental Health Awareness workshops, until the end of April. Book now to avoid disappointment. These have been very well received, with delegates commenting how they feel more able to support others, without withdrawing from the situation, due to their

Dates for your diary

Allergy Awareness Week 18-24th April

MS Week - 25 April - 01 May

National Stop Snoring Week - 25-29th April

World day for Safety and Health At Work - 27th April

National Walking Month - 01-30 May

Workplace policy and management practices to improve the health and wellbeing of employees. Part Two

In January we started reviewing the NICE guidance and what that means for us in the workplace. We explored Organisational Commitment and the Physical work environment. This time we'll review Mental Wellbeing at Work. Here's a reminder of the components.



Mental Wellbeing at Work

Poor mental wellbeing is a common condition but there is no evidence to suggest that increased healthcare alone can resolve that situation. It is important that various stakeholders including the workplace consider their role and the role of empowerment of individuals.

Within the workplace the culture is important. This arises from the views and beliefs of the leadership and management teams, so education to help them understand mental wellbeing is vital. Employee mental wellbeing benefits from:

- Creating a supportive environment that enables employees to be proactive where possible to protect and enhance their own wellbeing.
- Develop policies to support the workplace culture – HSE stress management standards
- Creating policies which support your organisational values



Mental health related absence is largely long term so the impact on the workplace is significant. With 40% of organisations reporting an increase this year compared to last, it's a concerning trend.

Providing proactive interventions, such as mental health awareness training, stress management and resilience training are all good practice. Prevention is better than cure but clearly there remains a role for counselling support which is a reactive service, to support employees who have difficulties.

If you are unsure about how to use the HSE management standards, or wish further information about any of the training courses mentioned please contact us.