Inspiring better health and wellbeing

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Help2Change is part of Shropshire Public Health

Commissioned Services:
• Help2Quit
• Help2Slim
• NHS Health checks

Commercial Preventive Health products
• Workplace health checks
• Business workshops
• Health TV
• Healthy vending
Why am I here today?

Common definition of public health: "The science and art of preventing disease, prolonging life, and promoting health through the organised efforts of society"

• “Health is everybody’s business” – Marmot Review: *Fair Society, Healthy Lives*
• Choices made at an earlier stage in life impact on quality of life when people are older

How can we and why should we inspire for better health and wellbeing?

Inspire = motivate - keeping things positive – things people can do to prevent health problems – recognising influence of workplaces

“Inspiration not perspiration: changing behaviour for greater wellbeing”

Why?
• Good health leads to improved performance which leads to better economic/business performance
• Costs to NHS and society of preventable diseases
What health problems are we talking about?

**Long term conditions:**
- Cardiovascular disease
  - Heart attack; stroke; vascular dementia
  - Type 2 diabetes
  - Common cancers

**Causes/risk factors:**
- Blood pressure
- Cholesterol
- Blood glucose
- Waist measurement
- BMI

**Drivers:**
- Poor Diet
- Lack of Physical activity
- Smoking
- Alcohol
- Stress
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 health 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.

Source: 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 comorbidities 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.

SMEs (between 0 and 249 employees) represent a very large proportion of UK workplaces. In 2015, 99.9% of all UK private sector businesses were SMEs. They employ 15.6m people, accounting for 60% of private sector employment.

Only 21% of employees of small businesses (<50 employees) reporting access to occupational health, and only 12% reporting access to Employee Assistance Programmes.

95% of people who move from economic inactivity into work in the private sector start their own business or work for a SME.

Sickness absence is lower in smaller businesses.

2.3% of working hours lost to sickness, by number of employees.

1.7% between 25-500 employees.

0.7% < 25 employees.

Employees in micro businesses (<10 employees) are twice as likely to leave work and move onto Employment Support Allowance without a period of sickness absence than those in larger businesses, suggesting that micro businesses and their employees can find managing ill-health challenging.

Similar when self-reported.

61% Employees in small business (1-49)

56% Large firm employees.

Staff absence is important to business – it is disruptive and can impact upon the need to pay staff overtime.

Some facts

• Sickness absence costs UK businesses an estimated £29bn each year.

• An average London firm of 250 employees loses around £250,000 a year due to ill health.

• The productivity loss as a direct cost of cardiovascular disease is £8 billion each per year

• Average absence has increased most in the public sector where it is now 50% higher than in the private sector. Absence also tends to be higher in larger organisations, regardless of sector, and on average manual workers have 1.5 more days absence per year than non-manual workers.

• Indirect and hidden costs can cause employers to spend the equivalent of about 9% of their annual costs on absence. Overall, the median cost of absence per employee was £554 in 2015. The estimated cost remains considerably higher in the public than the private sector (£789 compared to £400).

• By tackling sickness absence the employer can benefit from retaining human capital, reducing staff turnover costs, improved reputation and a more engaged and productive employee
How can businesses inspire better health and wellbeing?

People spend more time at work than anywhere else

• Captive audience!

• Motivational effect of peers/colleagues

• Creating environments which encourage physical activity; healthy eating; healthy lifestyles

• Setting examples – fruit boxes; stairs; lunch-time walks; standing meetings; sit/stand desks; healthy vending machines
Workplace Wellbeing Charter

A voluntary, self-assessment scheme open to all public, private and voluntary sector organisations based in England.

- Lays out standards for businesses to work towards - evidence-based process for developing organisational strategy and formal accreditation.

- Free self assessment tool provides an overview of how far your organisation already meets the criteria of the Charter, and focuses on three key areas for development; leadership, culture, and communication.

- Working through the three levels - Commitment, Achievement, and Excellence, puts your organisation on the national register of award holders.

www.wellbeingcharter.org.uk (website currently being updated)
A few more reasons to think about workplace/employee wellbeing (and be inspired!)

• Evidence shows that employers that invest in appropriate workplace health initiatives have the potential to see a significant return on investment - from £2 for every £1 spent (1:2) to £34 for every £1 spent (1:34).

• Physical inactivity has major health consequences and is estimated to cost the UK economy about £8.2 billion per year. Workplace physical activity interventions can have a positive effect on physical activity behaviour, overall fitness, body measurements, work attendance and job stress.

• Physical activity programmes at work have been found to reduce absenteeism by up to 20% and physically active workers take 27% fewer sick days
And more reasons .......

**Diet and weight management**
Evidence demonstrates that employees who participate in programmes in a variety of workplace settings lose more weight, achieve lower BMI and reduce their percentage of body fat when compared to control groups that did not participate.

**Smoking cessation**
Smoking is one of the most significant risk factors to health. Research undertaken on the cost of smoking to the UK economy identified that:

- Over a working week smoking breaks cost businesses around £26 per smoker in lost time that otherwise could have been used productively. Smoking breaks cost £1,815 each year for a full-time employee and £447 for a typical part-time employee;
- The average smoker takes 0.7 days more sick leave per annum than their non-smoking colleagues. This equates to an additional cost of £50 per year per employee. Across the economy as a whole this additional sick leave represents a cost to business of £288 million per year; and
- Smokers’ sick leave and smoking breaks therefore cost UK businesses £8.7 billion per year.
Addressing Alcohol misuse - The work environment and managerial style of an organisation can have a positive or detrimental impact upon alcohol misuse.

And more reasons .......

- 10.8 Million Adults in England are drinking at levels that pose some risk to their health.
- 1.6 Million Adults may have some level of alcohol dependence.
- 60 Medical conditions including:
  - mouth, throat, stomach, liver and breast cancers
  - depression
  - stroke
  - cirrhosis of the liver
  - heart disease
  - liver diseases

- In 2013-14, 333,014 hospital admissions were due to cancer, 22%.
Inspiring your workforce

How to minimise risk (know your numbers):

• Healthy blood pressure – 120/80
• Healthy cholesterol levels – ratio of 4:1 or less
• HbA1C levels below 42mmol/l

Ways to do this:
• Encourage and promote physical activity – CMO guidelines of minimum of 150 minutes per week
• Encourage and promote healthy diets
• Manage pressure/stress – appropriate HR policies; recognising staff under pressure
• Don’t smoke – appropriate HR policies and environments
• Reduce alcohol intake – appropriate HR policies and environments
And finally ……

**Help2Change offer in the workplace:**
- Workplace health checks – motivational intervention to highlight individuals’ risk of long term health conditions and promote behaviour change to reduce that risk
  - Individual personal result cards
  - Summary report to business – highlighting particular health risks in workforce and the type of intervention most likely to motivate the workforce
- Follow on workshops – eg focussing on managing stress/pressure; increasing physical activity; diet and nutrition
- Sit/stand furniture; Food4Health

**In the community:**
- Help2Quit
- Weight management
- NHS health checks

Potential to deliver these on site in larger workplaces
Thank you!

Any questions?

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www.preventivehealth.org.uk