

HALTON HEALTH IMPROVEMENT

Halton Workplace Health Solutions

Our team is made up of health and wellbeing professionals including Lifestyle Advisors, Health Trainers, Stop Smoking Advisors, Health Improvement Specialists and Practitioners.

We are a Royal Society For Public Health and City and Guilds Accredited Training Centre and as such can offer a wide variety of off-the-shelf and bespoke health education and training programmes.



For more information call the team on:

0300 029 0029

or visit www.haltonhealthimprovement.co.uk



@HaltonBC



Halton BC

The logo for Halton Borough Council, featuring a stylized 'h' above the text 'HALTON BOROUGH COUNCIL'.

How does poor employee health affect workplaces?

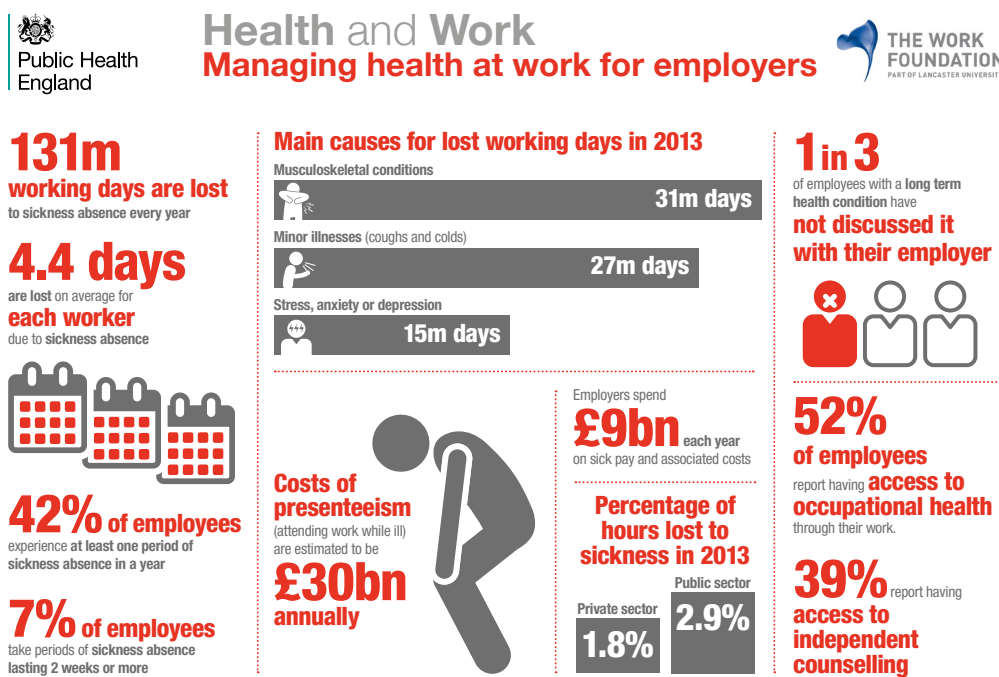
The Statistics

The latest information from the Labour Force Survey shows:

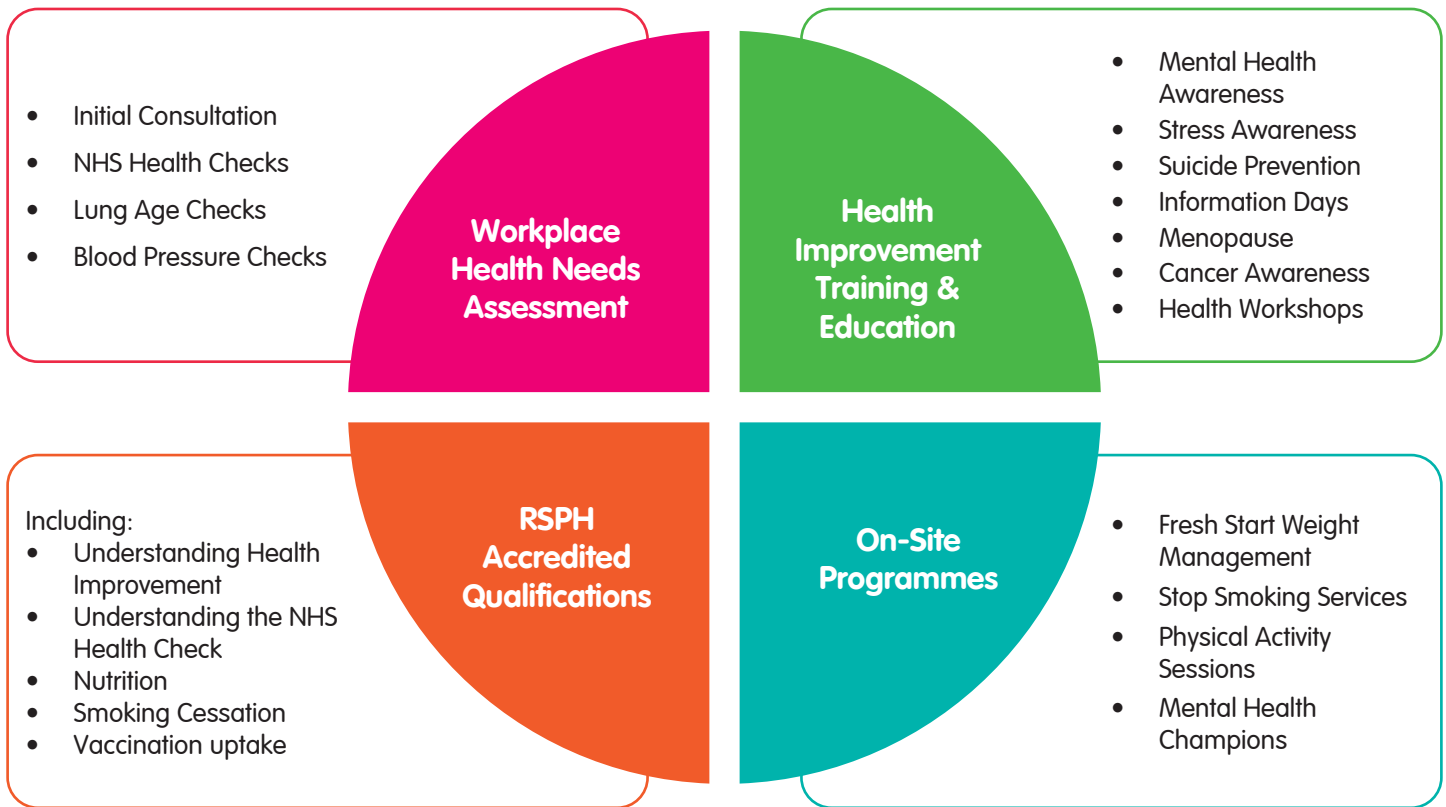
- In 2015/16, 30.4 million working days were lost due to self-reported work-related illness or injury:
- 25.9 million days due to work-related illness; and
- 4.5 million days due to workplace injury.
- On average, each person suffering took around 16 days off work, 20 days for ill health cases and 7.2 for injuries.
- Stress, depression or anxiety and musculoskeletal disorders accounted for the majority of days lost due to work-related ill health, 11.7 and 8.8 million days respectively.
- The average days lost per case for stress, depression or anxiety (24 days) was higher than for musculoskeletal disorders (16 days).

Breakdown

- Around 13,000 deaths each year from occupational lung disease and cancer are estimated to have been caused by past exposures at work, primarily to chemicals and dusts.
- An estimated 1.3 million people who worked in 2015/16 were suffering from an illness they believed was caused or made worse by work.
- Around 80% of self-reported work-related conditions were musculoskeletal disorders or stress, depression or anxiety (LFS).
- The majority (85%) of new cases of work-related ill health reported by participating GPs in the THOR-GP surveillance scheme, during 2013-2015, were musculoskeletal disorders or mental ill health (THOR-GP).



Sources: Black & Frost, 2011; Health and wellbeing at work: a survey of employees, 2014; Labour Force Survey, various years; Vaughan-Jones & Barham, 2010; Routes onto Employment and Support Allowance, 2011



As the UK population ages, people will be expected to work for longer, well into their 60s and 70s and beyond, when long term health conditions could limit a person's ability to work and support themselves.

In turn, absenteeism caused by these illnesses will become an increasing burden on employers.

Preventing people from developing these conditions in the first place, and supporting those already diagnosed to manage their conditions more effectively, will help to ensure a healthier ageing workforce.

At the start of your journey, our Workforce Health Co-ordinator will help you to identify those key health issues that are a priority for you and your employees. For example:

- Do you have high absenteeism due to employees' back pain?
- Do you want to promote positive mental health in your workplace?
- Do you have a large number of smokers in your workforce?
- Have employees expressed an interest in an in-house healthy weight programme?

This is done through a Workplace Health Needs Assessment, which is an ideal way of building a detailed health profile of your workforce. Based on the outcomes from these assessments, we can develop a tailored workforce health programme.

Workplace Health Needs Assessment

All employers have a responsibility to protect and support the health and wellbeing of their staff.

Evidence shows that employers who invest in the health and wellbeing of their staff see higher rates of retention, reduced sickness absence and increased productivity.

Sometimes it can be hard to understand where to prioritise investment in staff health and wellbeing, especially when moving beyond the basic health and safety legislative requirements. A workplace health needs assessment (WHNA) can be a useful and simple way to gather anonymous information about the health of a company's workforce and provides a baseline of data against which to track progress.

Using a nationally recognised format, the Health Improvement Team can coordinate a Workplace Needs Assessment with your employees and deliver a report and action plan based on the information we receive. Responses are confidential and only anonymous data is fed back to managers and senior teams in order to make critical decisions. Employees confidentiality is protected throughout the process.

Based on the results of the WHNA, our team can work with you to offer support, training and advice to your employees.



Halton Healthy Workplaces Award

We are committed to supporting local businesses to improve the health and wellbeing of their employees, regardless of size, sector or familiarity with the subject. We want to give all employers the opportunity to participate in our Healthy Workplace Award Scheme.

Many employers are unaware of the benefits associated with investing in health and wellbeing and are unaware of the information, initiatives and advice that can be provided to employees. For small and medium sized organisations, affordable sources of support and advice are not readily accessible.

Participation in the Halton Healthy Workplace Award will provide a framework for you to promote health and wellbeing in your workplace. The award provides evidence based resources and advocates best practice to support a workplace culture and positive actions that champion good mental and physical health for all.

In order to qualify for the award, and depending on the results of your WHNA, you may choose to work with us to offer services and training to your employees, such as:

- ▶ NHS Health Checks.
- ▶ Health Fairs or campaigns e.g. stop smoking, cancer awareness, mental health.
- ▶ In-house services such as weight management or stop smoking support.
- ▶ Certified Training Many of our training packages offer CPD credits or are accredited by City & Guilds or Royal Society for Public Health (RSPH). Request a copy of our training brochure for more details.

Halton Health Improvement Team



The Health improvement Team offers Halton employers a range of services to support your workplace award submission.

SUPPORT	DESCRIPTION	COST
Resources	We can provide you with support and resources to develop your own Health and Wellbeing policy and support for your workforce.	FREE
Campaigns	We can provide you with access to full campaign materials, including posters, social media posts and more so that you can support local, regional and national Health and Wellbeing campaigns.	FREE
Weight Management	Fresh Start Digital is a free weight management app to support people who are overweight to make changes to their lifestyle through nutrition and physical activity. The app offers access to a coach in our team to help meet individual's needs and address barriers to weight loss. This program is bespoke to support clients who may not be able to attend traditional weight loss programs or don't have the time to attend classes.	FREE
Active Workplace Assessment	This assessment is to review the workplace as a whole. The layout of the building, the processes in place and staff movement and can support workplaces to make small changes to practice to support employees to move more.	FREE
Healthy Newsletter	Each quarter a newsletter with all the upcoming health campaigns, health toolkits and resources available to workplaces can be sent you your workplace to distribute to increase awareness of health in the workplace.	FREE
Cancer Awareness Workshops	These workshops are designed to raise awareness of the key signs and symptoms of common cancers as well as awareness of cancer screening programmes. Free toolkits can be made available for workplace health champions to deliver.	£200
Health Workshops	Bespoke health workshops can be developed based on the needs of the workplace to improve health outcomes in that area. FREE toolkits can be made available for workplace health champions to deliver.	£200
Health Events	Health Improvement Team can organise health events in the workplace on your behalf.	£500 per half day

Testimonials

Mexichem, Runcorn

Kath Fleming (Interim HR Manager)



It was purely by chance that I even had my NHS Health Check, but it saved my life!

When my blood pressure and pulse were checked they were much higher than normal. Subsequently, I was diagnosed with Atrial Fibrillation (AF).

To find out I had this potentially serious condition was a bit of a shock but also a wake-up call. I cannot thank Colin and the team enough - without the NHS Health Check I may never have found out I had AF.

Halton Housing, Widnes

Karen Lopez (Learning and Development Officer)



Halton Housing has made Mental Health Awareness Training from HIT mandatory for all staff.

Our ethos is "Improving People's Lives" and it really is at the heart of everything we do. Yes, we are a housing provider, but our support stretches further than just handing out a set of keys. Our teams are working with people from all walks of life and we are all well aware that at some point in our lives our mental health will impact on our daily lives.

We have a long-standing relationship with the Health Improvement Team and feel extremely lucky to be able to tap into the training that they offer. We have started to roll out the Mental Health Awareness sessions to all our staff as a means of us supporting our customers but also to raise awareness of our own mental health and the support that is available in Halton.

The feedback has been excellent and we are confident that the training is making a real difference to our customers and colleagues alike.

Jewson Ltd (Widnes)

Keith Jenkins (Store Manager)



I would like to thank you for a fantastic day today. The display that you set up generated great interest and the buy in to the health checks with Pam were second to none - we even got an extra appointment! We generated £235 for the Pancreatic Cancer Fund with generous donations from our customers on the day. We would love to do this again next year!

Tesco Distribution Centre (Widnes)

Hilary Jackson (People & Safety Manager)

“ Out of the 6 weeks your guys were here we only had one day where we didn't fill all the appointment slots. We've had some great feedback from our guys/ girls who participated and the advice given to them from your team was fantastic! Although I was told I need to lose some weight and stop smoking!

At Tesco we strive to always put our colleagues first and have done various different Health & Safety schemes and roadshows over the years and I would recommend your services to other employers across the area without hesitation. Thanks again.

Howdens Joinery (Runcorn)

Janet McGettigan (Occupational Health Advisor)

“ I would just like to say how fantastic Alison from the Stop Smoking Service has been through the duration of the programme. Throughout she has been committed, enthusiastic and non-judgmental. I consider that is a real credit to her that employees have continued to step forward and look for support to quit smoking.

Given the many shift systems we have in place it has not always been easy to see everyone each week but when necessary Alison has provided telephone support. I cannot thank her enough and very much appreciate the work you have done. This work really does change lives and health outcomes.

WSR Recycling Limited (Widnes)

Michelle Lloyd (HR Advisor & PA to the Directors)

“ WSR Recycling Limited worked with the Health Improvement Team regarding the Workplace Health Check Service they provide. WSR decided to utilise this service as it fitted well with WSR's Health & Wellbeing aspirations for helping their staff. The sessions were well received by WSR staff and went smoothly and to plan. The staff were very professional, approachable and knowledgeable. It's a great way to support your staff and promote good health and wellbeing. Would recommend this service.

Local Growth Hub for Halton

Our team works closely with the Growth Hub Halton. The hub is dedicated to helping you find the right solutions and access the best of the business support available. With a breadth of business information and expertise readily to hand, this free of charge service, supports all businesses whatever the sector, company size, structure or growth stage. So if you are based in Halton, or looking to be, please get in touch.

Our knowledgeable and experienced advisers can assist with all your business needs.

- Funding and business finance
- Starting up in business
- Commercial property searches
- Apprenticeships
- Business planning
- Not for profit and social enterprises
- Recruitment and retention
- Specialist support and advice
- National, regional, and local initiatives
- Training and development
- Networking and events



Whatever your business need we will invest the time to fully understand your situation and help you move forward.

Call Growth Hub Halton today on 0333 358 3480.

www.localgrowthhub.com/regions/halton

Next Steps

Contact our Workplace Health Co-ordinator on 0300 029 0029 to book your FREE no obligation visit or email HITworkplacehealth@halton.gov.uk

We will work with you to design a bespoke workplace health programme to meet the needs of your organisation.

We will also be happy to provide you with a range of health and wellbeing leaflets and posters to display in your business. Our workplace newsletter provides up to date information about events, training, local and national campaigns such as Stoptober and World Mental Health Day.

If you want to be an organisation who invests in their employees and their overall health and wellbeing then contact us today for more information.

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