

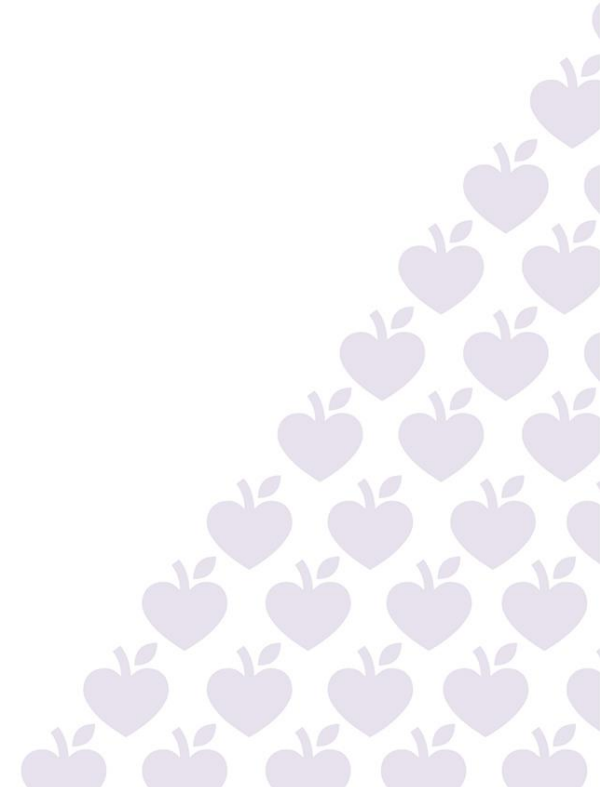


# Why Workplace Health?



Healthy  
Workplace

The workplace is where many people spend the largest proportion of their time. It can therefore play a key role in contributing to the health of the individuals that work there and, in turn, the health of the whole organisation.





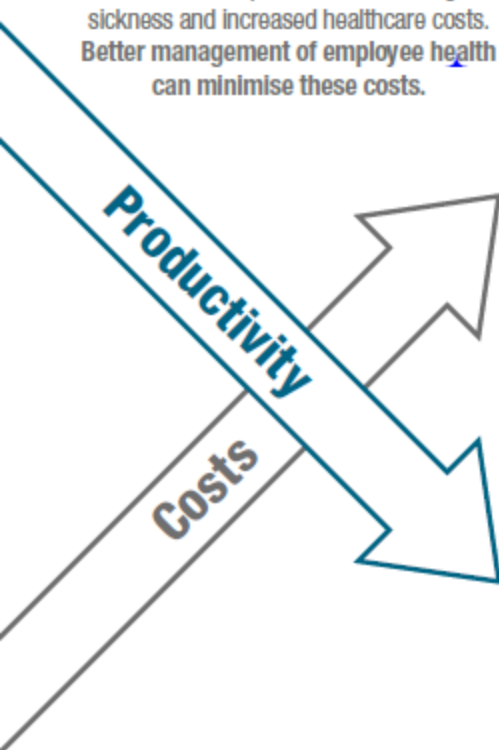
Public Health  
England

# Health and Work Costs



## An unhealthy workforce hurts the UK's economy

and society due to lost productivity, reducing in 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

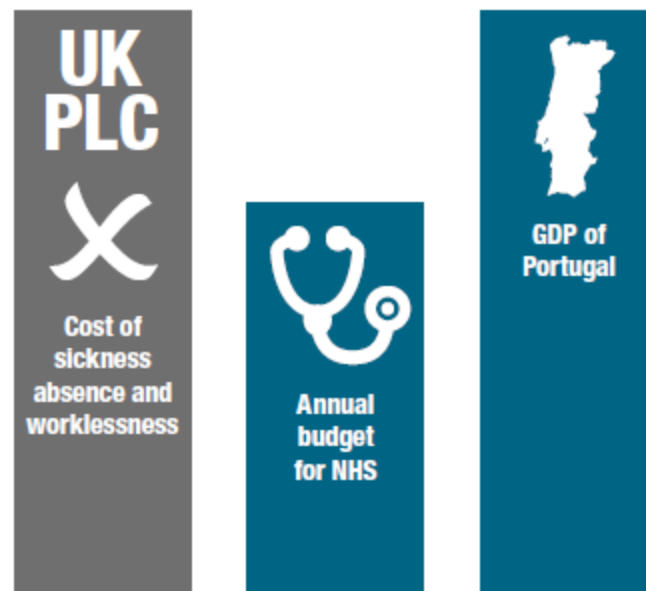


## The combined costs

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



# 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 comorbidity 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





Public Health  
England

# Health and Work

## Managing health at work for employers



**131m**  
working days are lost  
to sickness absence every year

**4.4 days**  
are lost on average for  
**each worker**  
due to sickness absence



**42%** of employees  
experience at least one period of  
sickness absence in a year

**7%** of employees  
take periods of sickness absence  
lasting 2 weeks or more

### Main causes for lost working days in 2013

Musculoskeletal conditions



**31m days**

Minor illnesses (coughs and colds)



**27m days**

Stress, anxiety or depression



**15m days**

**Costs of  
presenteeism**  
(attending work while ill)  
are estimated to be  
**£30bn**  
annually



Employers spend

**£9bn** each year  
on sick pay and associated costs

**Percentage of  
hours lost to  
sickness in 2013**

Private sector	Public sector
<b>1.8%</b>	<b>2.9%</b>

**1 in 3**  
of employees with a long term  
health condition have  
**not discussed it**  
**with their employer**



**52%**  
of employees  
report having **access to**  
**occupational health**  
through their work.

**39%** report having  
**access to**  
**independent**  
**counselling**

# Physical activity, healthy eating and healthier weight in the workplace



**Around a third** of adults in England are **damaging their health through a lack of physical activity**<sup>1</sup>



**1 in 4 women and 1 in 5 men** in England are defined as inactive<sup>2\*</sup>

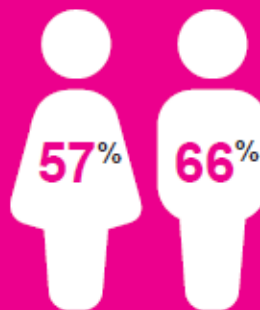


**Healthy eating** can reduce the risk of chronic diseases such as heart disease, stroke and some cancers<sup>7</sup>



Employees who are in **good health** are less likely to need time off work and are likely to be **more productive**<sup>4</sup>

In 2015, **57%** of women and **66%** of men in the UK were overweight or obese<sup>5</sup>



On average, obesity deprives an individual of an **extra 9 years of life**<sup>7</sup>



The **cost of an unhealthy workforce** to the UK taxpayer has been estimated at



Latest data show that in the UK only **25%** of men and **28%** of women ate the recommended level of at least **five fruits and vegetables per day**<sup>6</sup>

\* **Inactive** – doing less than 30 minutes of moderate physical activity each week



# What is the Healthy Workplace Programme?



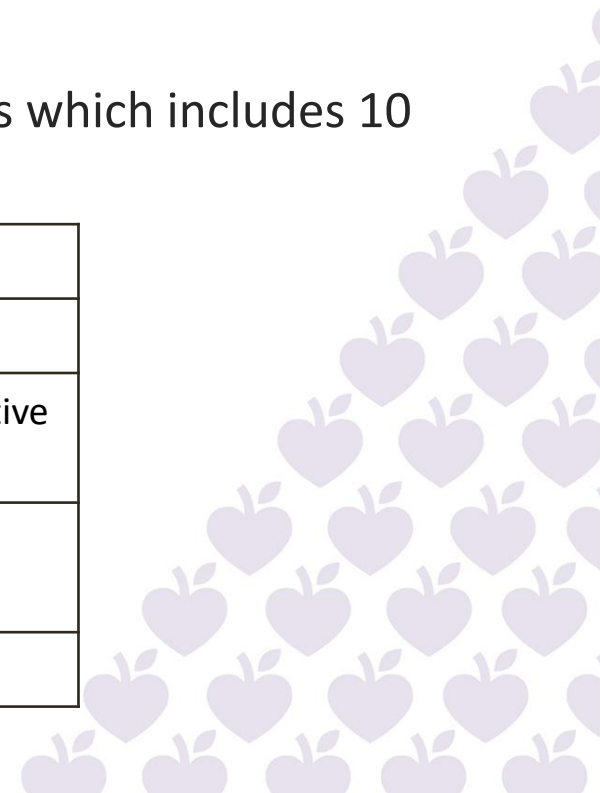
Healthy  
Workplace

The Healthy Workplace Programme is a county standard of good practice and a quality mark of health and wellbeing in the workplace.

We support and encourage Workplaces to look after the Health & Wellbeing of their staff to decrease sickness, improve morale, general health and more.

We offer a framework for workplaces to work towards which includes 10 key areas:

1. Creating a Healthy Workplace	6. Stop Smoking
2. Health & Safety	7. Alcohol & Substance Misuse
3. Recruitment, Retention & Return to Work	8. Physical Activity including Active Travel
4. Mental Wellbeing including minimising Stress	9. Healthier Eating including Healthy Weight
5. Back Pain & Prevention	10. Choosing Well



# What is the Healthy Workplace Programme?

These 10 key areas then enable workplaces to engage with our Annual Healthy Workplace Awards to achieve: Bronze, Silver or Gold. Where we celebrate and share knowledge and best practice for workplaces in Cornwall.





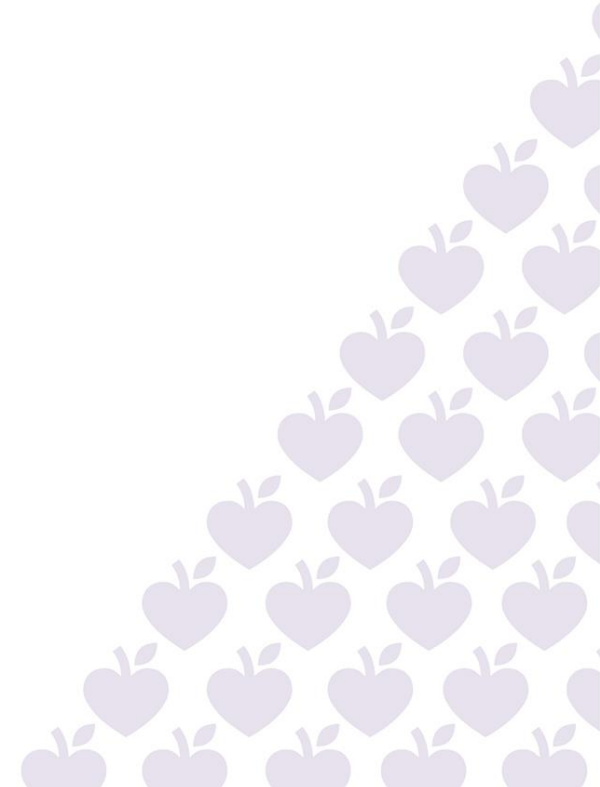
# What We Offer



Healthy  
Workplace

To support workplaces to work towards and achieve a Healthy Workplace Award, the Health Promotion Service offers support & help in many health areas:

4. Mental Health & Wellbeing including Stress Prevention
5. Back Pain & Prevention
6. Stop Smoking
7. Alcohol & substance
8. Physical Activity including Active Travel
9. Healthy Eating including Healthy Weight
10. Choosing Well



# What We Offer



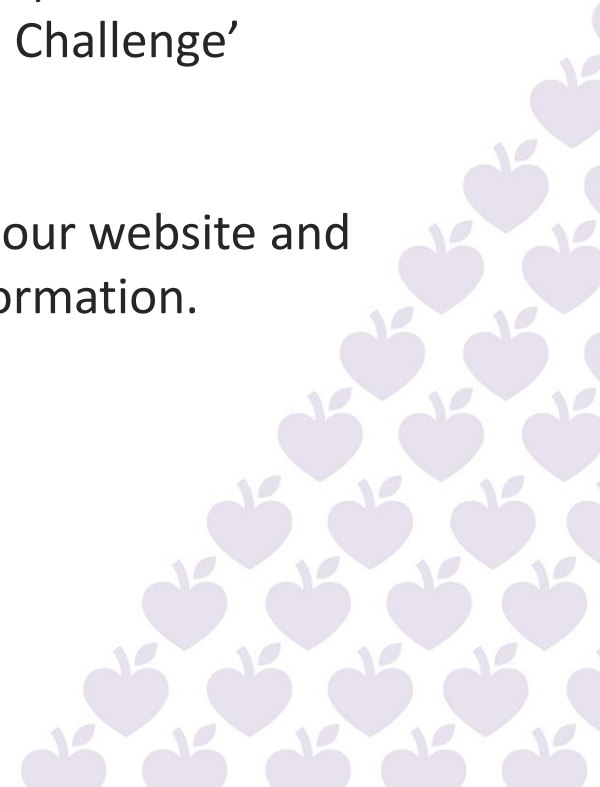
Healthy  
Workplace

In addition we also support workplaces with other events, opportunities, training sessions and information:

For example:

- Ad Hoc training days
- Bi-Annual workplace Forums (hosted by workplaces)
- Annual Cornwall Beach Games and the 'Get Active Challenge'
- Annual Conference & Award Ceremony

We have a range of promotional materials and utilise our website and newsletters to share updates, current activity and information.



# Healthier Eating & Healthy Weight



Healthy  
Workplace

- Provide information on healthy eating, promoting 5 A DAY, the Eatwell Guide, sugar swaps & the importance of breakfast.
- Promote the importance of keeping hydrated
- Join SUGAR SMART - working with businesses across the UK to help people become smart about sugar



# Healthy Workplace Conference



Healthy  
Workplace

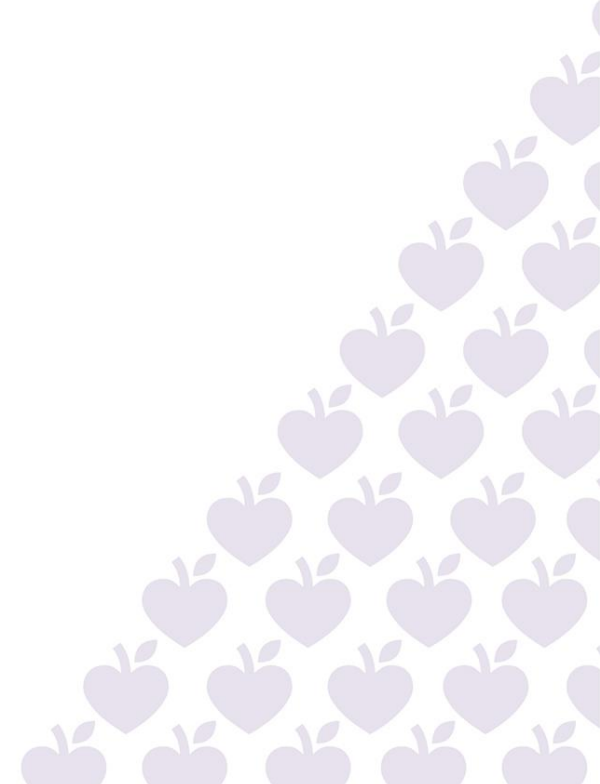


# Healthy Weight in the Workplace

12 week programme – to suit the workplace & your colleagues

**Week 1** – theory around key healthy eating messages & weigh on the Body Composition Scales

**Week 12** – re weigh in and follow up session





# Physical Activity, Healthy Eating & Healthier Weight: a toolkit for employers

BUSINESS  
IN THE  
COMMUNITY

## Physical activity, healthy eating and healthier weight in the workplace



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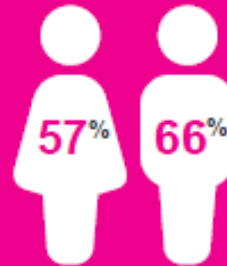


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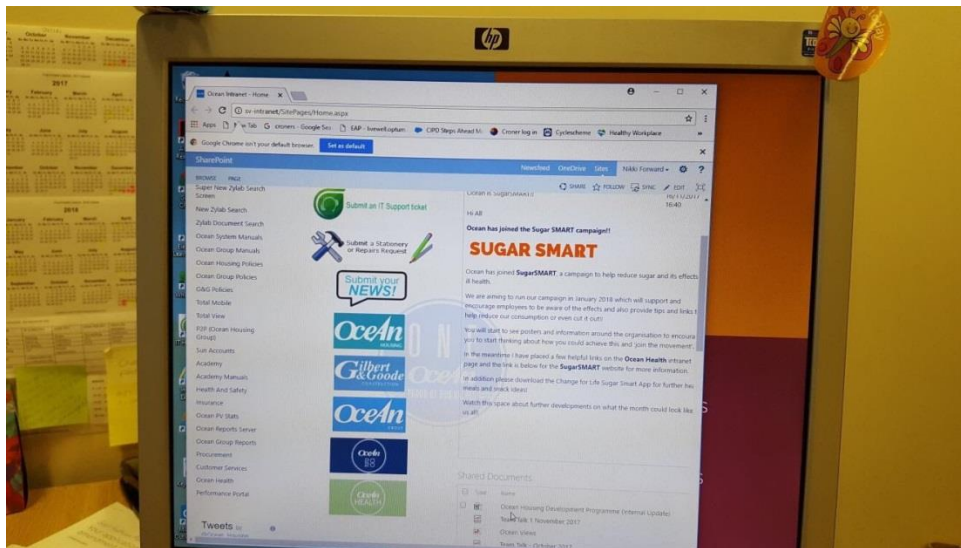
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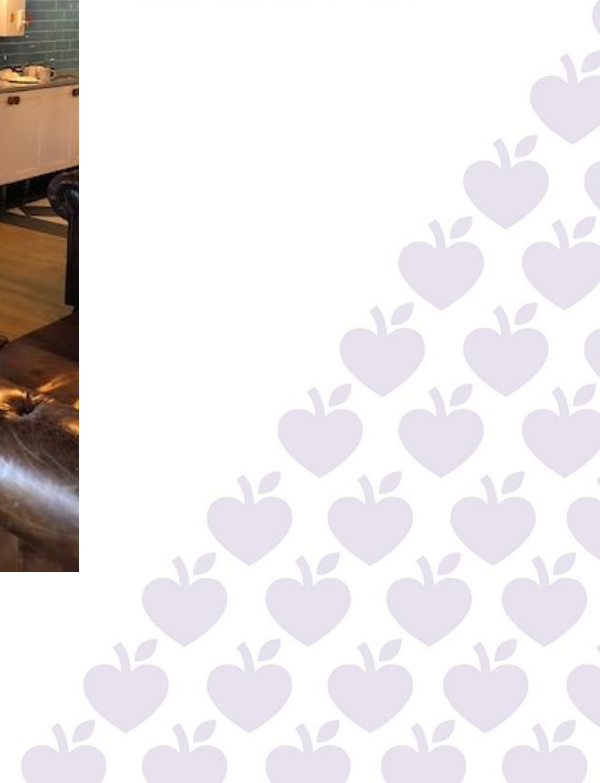
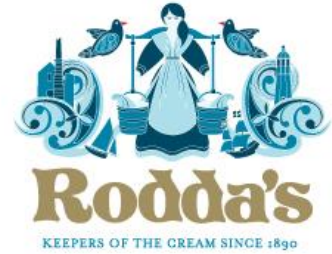
# Case Studies – YMCA Cornwall



# Case Studies – Ocean Housing



# Case Studies – Rodda's Creamery



# Future Plans



Healthy  
Workplace

- Sugar Smart ambassadors / training
- Healthy Schools – award programme

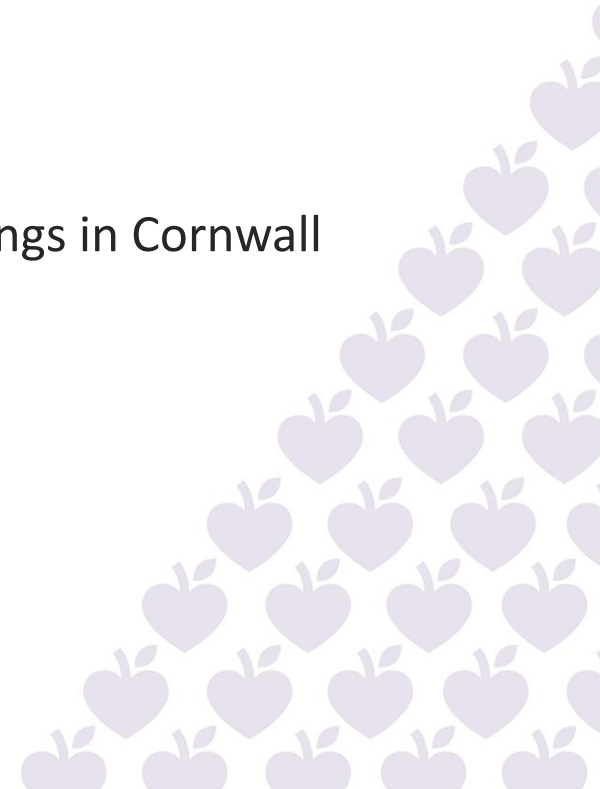


Healthy  
Schools

- Healthy Under 5's – programme for Early Year settings in Cornwall



Healthy  
Under 5s





# Thank you for listening!

## [www.behealthyatwork.org](http://www.behealthyatwork.org)

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