

Workplace Health Programme Northamptonshire

Holly Koenig – Workplace Health Coordinator

Content

- Creating and launching a support package for businesses to improve health and wellbeing
- Producing a set of county wide standards for workplace health and wellbeing
- Tailoring support to suit organisational priorities
- Supporting employees to make sustainable lifestyle changes

Creating & Launching The Support Package

Your road to workplace wellbeing



Combination of in-house delivery & partnership working with local SME



Producing a set of county wide standards for workplace health and wellbeing

Loss of free access to the national Workplace Wellbeing Charter

Prompted the Northants accreditation scheme creation through a set of 'Standards'

Public Health Practitioner lead for Workplace Health worked with Health and Wellbeing Board subgroup to draft the standards

These were submitted to and accepted by the Health and Wellbeing Board as a pilot

Piloted with three partner Local Authorities and a local business

The work was presented to and accepted by Health and Wellbeing Board as a final product

Formally launched in February 2020 to wider businesses

Public Health Northamptonshire Workplace Health and Wellbeing Standards

- Self assessment tool with support from Public Health Practitioner leading on Workplace Health
- Gap analysis
- Highlight areas of success and areas for improvement to demonstrate need within the organisation
- 13 sections based on local need and legal requirements (e.g. H&S)

Public Health Northamptonshire Workplace Health and Wellbeing Standards

1. Leadership
2. Attendance
3. Health and Safety
4. Mental Health
5. Smoking
6. Physical Activity
7. Healthy Eating
8. Alcohol and Substance Misuse
9. Caring Responsibilities
10. Domestic Abuse
11. Financial Health
12. Menopause Support
13. Disability and Inclusion

Section 3: Health and Safety

Our organisation:

Emerging		Establishing		Embedded		Notes
3.1-Has relevant health & safety policies and procedures to demonstrate compliance with health & safety legislation which is updated regularly.	<input type="checkbox"/>	3.4-Has an environment conducive to health and employee welfare i.e. access to drinking water, washing facilities, clean toilets, eating facilities/area.	<input type="checkbox"/>	3.8-Has staff representatives involved in developing and updating of health and safety policies.	<input type="checkbox"/>	
3.2-Has a risk assessment programme that ensures that all staff are aware of the workplace risks that affect them and controls that are in place to mitigate risk. This includes driving risks.	<input type="checkbox"/>	3.5-Has identified health and safety reps.	<input type="checkbox"/>	3.9-Has regular <i>minuted</i> health and safety meetings.	<input type="checkbox"/>	
3.3-Ensures health and safety training is provided for and completed by all staff within induction and their regular training programme.	<input type="checkbox"/>	3.6-Has systems in place for staff to raise and resolve health and safety issues.	<input type="checkbox"/>	3.10-Ensures all managers have received health and safety management training.	<input type="checkbox"/>	
		3.7-Has an environment conducive to employee welfare whilst driving for work i.e. annual driving licence checks, no mobile phone use whilst driving, realistic travel times/deadlines, etc.	<input type="checkbox"/>	3.11-Has a clear focus on prevention of ill health across all health and safety policies.	<input type="checkbox"/>	

Section 12: Menopause Support

Our organisation:

Emerging		Establishing		Embedded		Notes
12.1-Displays and provides employees with information around menopause support services nationally and locally.	<input type="checkbox"/>	12.2-Ensures that menopause related absence is recognised and referenced within sickness policy.	<input type="checkbox"/>	12.4-Ensures that menopause support available for both employees and managers in the form of online awareness or face to face sessions.	<input type="checkbox"/>	
		12.3-Consults with staff around the need for menopause support within any staff consultation/surveys	<input type="checkbox"/>	12.5-Has a standalone menopause policy, or can evidence menopause awareness embedded within other key policies.	<input type="checkbox"/>	

Tailoring support to suit organisational priorities

NCC Focus

- Annual plans – events, themed awareness days/weeks/months
- Feb 2019 – Time To Talk – staff wellbeing idea collection
- 2020 – Covid questionnaire
- Staff feedback
- Workplace Health and Wellbeing Standards

- Staff network groups
- Regular themed wellbeing comms & accessible wellbeing information
- Bespoke wellbeing plans for each directorate
- Delivery of training
- Close working between Public Health, Health & Safety and HR teams

Supporting employees to make sustainable lifestyle changes

- Needs based
- Evidence based approach
- Encouraging simple changes
- Avoiding fads
- Truth or Myth
- Behavioural change models

Feedback

“ I’ve taken lots from the course that I can fit around my busy and active lifestyle. This has included information around snacking, eating out and the eat well guide. I have [subtly made changes to improve my health](#) (cutting out sugary drinks, reducing salts) but most importantly I have started to forgive myself for some of the ‘bad’ things. I eat well and on the whole, healthy (increased fruit and veg portions), I am not overweight, so I have stopped punishing myself for eating a slice of cake once a week. [I have seen an improvement in mood, sleep patterns and energy levels since I started the course with Holly](#) ”

“ I am finding the sessions incredibly useful. I was a serial/yoyo dieter who has tried multiple diets (unsuccessfully) over the past 10 years. [My relationship with food has now completely changed and I am slowly changing my lifestyle instead.](#) I no longer look for quick fixes for weight loss, instead I have [set myself smaller more achievable goals which will in time lead to weight loss](#) (such as cutting down on take-aways), this has also lead to me becoming more house proud and I have found a new love for cleaning! [I find myself making healthier choices without it feeling like a punishment and I can now see how unhealthy the dieting was and why I never lost weight.](#) I am now more realistic when making changes to my eating and lifestyle and set myself achievable goals ”

Feedback

“ Thank you so much for your support throughout the last three months, thanks to your support I can say I have “kicked” the habit even at my ripe old age! Thank you for persevering with me not answering my phone at times and not giving up on me. “

“ Stopping smoking was always there in my thoughts but only ever a good, yet empty, intention. However, since I responded to the Work Place Health advert on Informer, and with the help of the stop smoking advisor, I haven’t had a cigarette in nearly 2 weeks. I am so proud of myself for trying and I feel great; why I never made this decision before, I will never know! Thank you Work Place Health 😊 “

WorkPlaceHealth.NCC@northnorthants.gov.uk