



The Health and Safety at Work Conference 2022

Why health & safety professionals should embrace wellbeing

Mike Robinson

Chief Executive, British Safety Council



Health and Safety:

“is about stopping you getting hurt at work or ill through work”

Wellbeing:

“an individual’s ongoing state which enables a person to thrive”



The CIPD's 'Domains' of employee wellbeing



Health



Good Work



Values/Principles



Collective/Social



Personal Growth



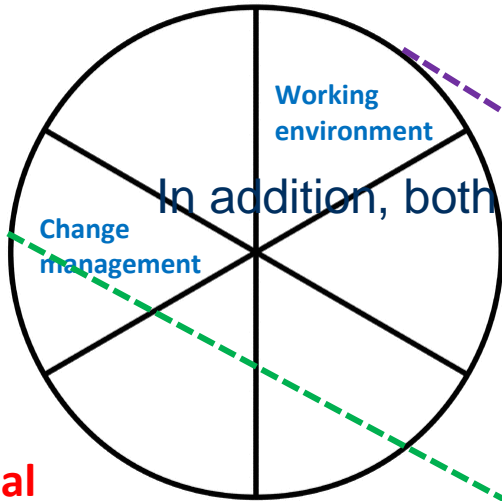
Financial Wellbeing



Good Lifestyle Choices



Good work

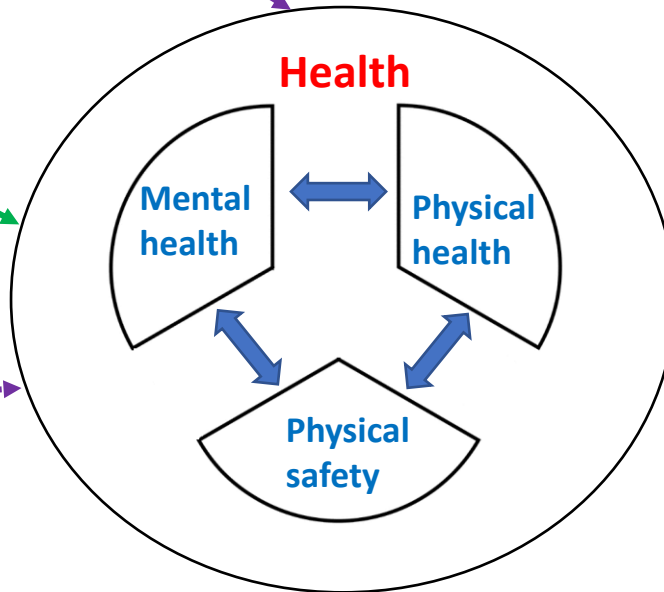


In addition, both mental and physical ill health often impact **sleep**

Collective / Social



Health



Experiencing **anxiety** could increase the risk of developing certain long-term **physical health problems**, including diabetes, stomach ulcers and heart problems

Values / Principles



People with chronic **pain** have three times the average risk of developing **psychiatric symptoms** — usually mood or anxiety disorders

“People who are **stressed, anxious or depressed** are more likely to be **distracted** by other thoughts and find it **harder to focus** on a task”

The Keil Centre

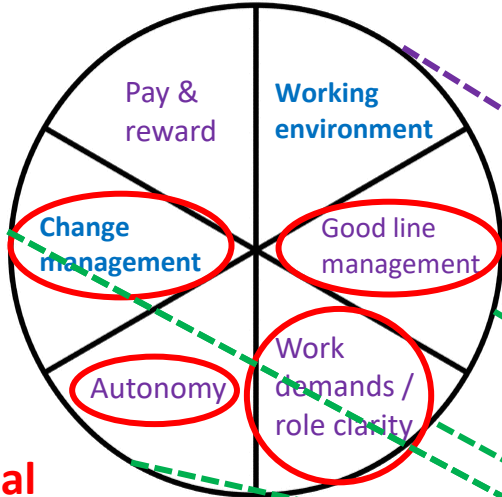
“Overweight and obese manufacturing workers are **25%** - **68%** more likely to experience injuries than normal weight workers”

National Institute of Health

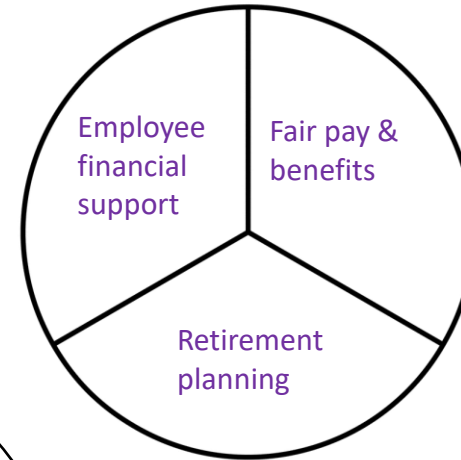
Health & Safety



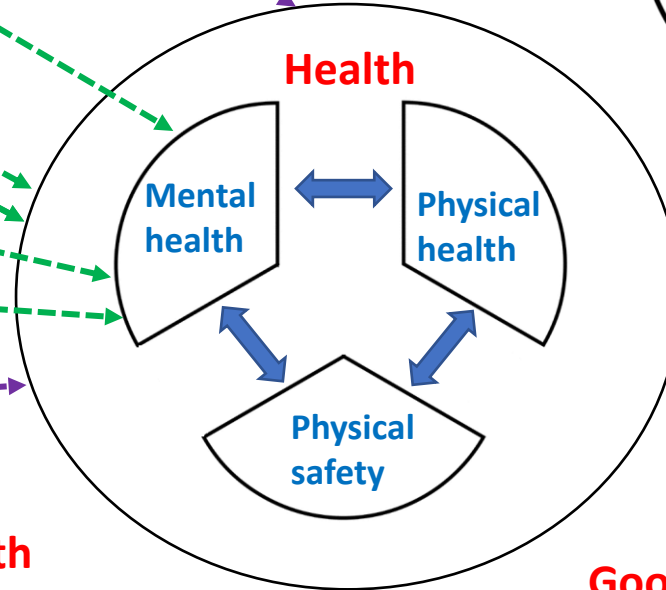
Good work



Financial wellbeing



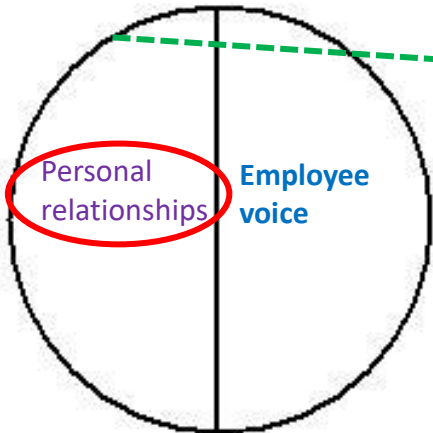
Health



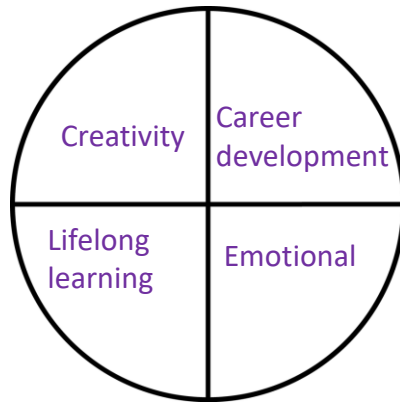
Values / Principles



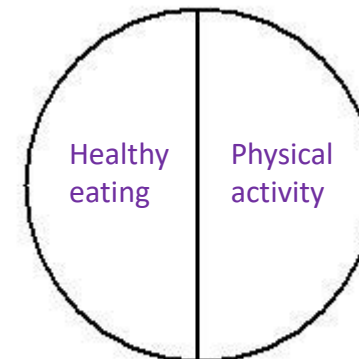
Collective / Social



Personal growth



Good lifestyle choices





HSE's Management Standards cover six key areas of work design that, if not properly managed, are associated with poor health, lower productivity and increased accident and sickness absence rates. The Management Standards are:

- **Demands** – this includes issues such as workload, work patterns and the work environment
- **Control** – how much say the person has in the way they do their work
- **Support** – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- **Relationships** – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour
- **Role** – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles
- **Change** – how organisational change (large or small) is managed and communicated in the organisation

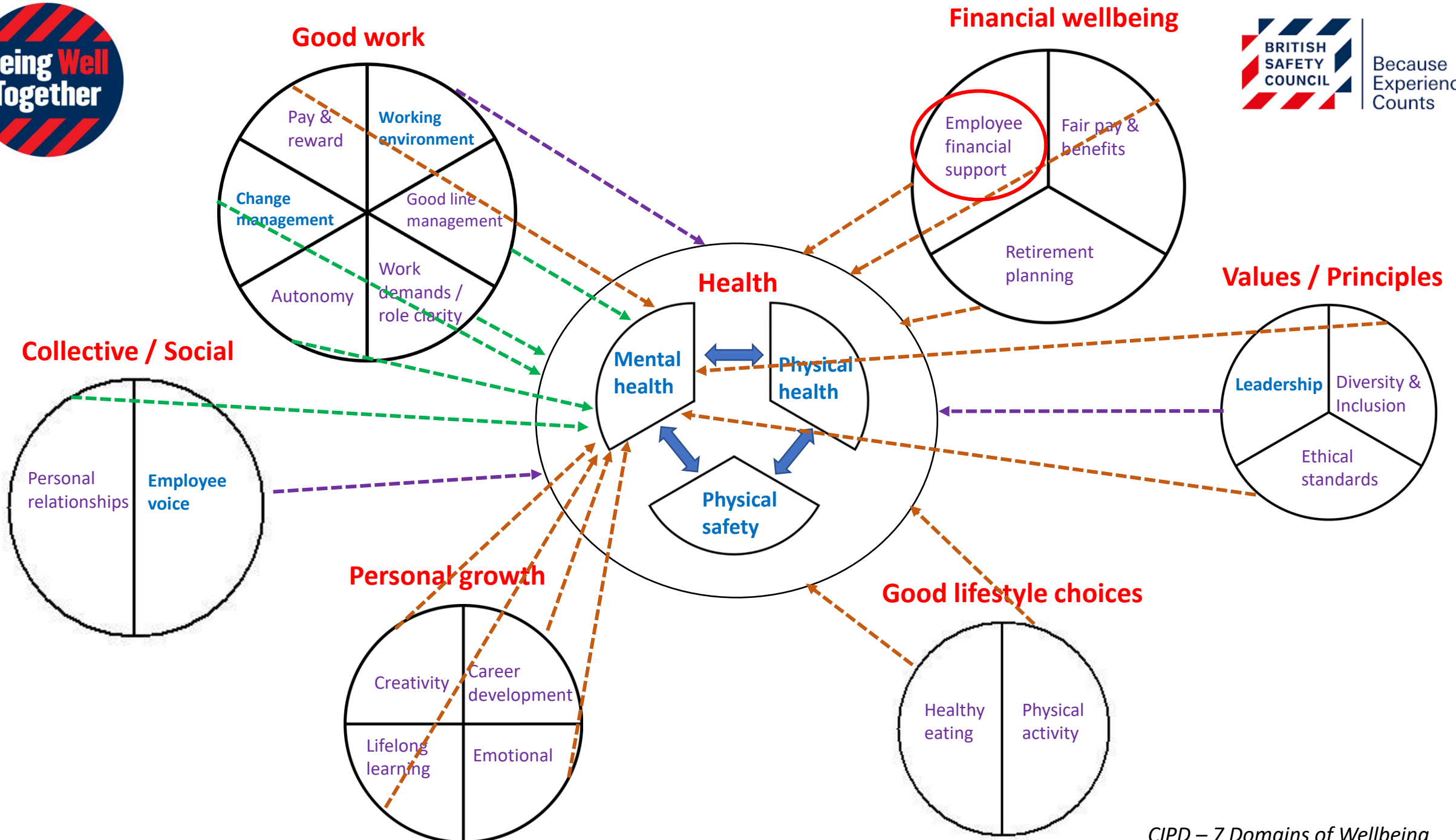
Properly managing these areas can help reduce stress in the workplace



Only **55%** of companies in the UK report undertaking stress risk assessments **CIPD**

“The link between **stress** and increased risk of developing **heart disease** has previously focused on the lifestyle habits people take up when they feel stressed such as smoking, drinking too much alcohol and overeating.

Exploring the brain’s management of stress and discovering why it increases the risk of heart disease will allow us to develop new ways of managing chronic psychological stress.” **BHF**





All aspects of wellbeing are **inextricably linked**; that is why *health & safety* professionals should **embrace wellbeing**



Because
Experience
Counts

2004: HSE Management Standards

- Demands; Control; Support; Relationships; Role; Change

2011: The importance of 'working conditions'

- Root cause of HSW issues

2011: Total Worker Health

- Traditional H&S
- Activities to enhance wellbeing



Because Experience Counts

Wellbeing is much more complex than health & safety – it is multi-faceted, elements are highly integrated, and factors are harder to control in the workplace.

2017: Tim Marsh – A practical and holistic model of wellbeing

2017: Campbell Institute

- Combined work from Tim Marsh and HSE
- TWH and integration of H&S, health promotion and health protection
- Risk-based framework for safety risks and apply to H&W risks
- White paper

2017: Organised Wellbeing: Proven and Practical Lessons from Safety Excellence © British Safety Council

A risk based approach using: Plan Do Check Act

The lessons learnt from managing safety in in the workplace can be applied successfully to managing wellbeing.



“Overweight and obese manufacturing workers are **25% - 68%** more likely to experience injuries than normal weight workers” National Institute of Health



Over 5,000 asbestos-related disease deaths per year in the UK UKATA

There's little point focusing on the eating habits of your workers if you're putting them at greater risk by exposing them to carcinogens



Being Well Together is an integrated solution for all your health, safety and wellbeing needs. Becoming a Supporter shows your employees and peers that you are committed to improving your people's *health, safety and wellbeing*