

North Tyneside Health & Wellbeing Board Report Date: 17 November 2016

ITEM 8

Title: Workplace Health
and Wellbeing

Report from : Self Care and Prevention Integration Board

Report Author: Wendy Burke, Director of Public Health (Tel: 0191 643 2104)

1. Purpose

The report provides the Board with information that has been collated by the Self Care and Prevention Integration Board as part of its programme of work, relating to promoting workplace health and wellbeing in North Tyneside.

2. Recommendations

The Board is recommended to:

- a) endorse the continued work of promoting health and wellbeing in the workplace in North Tyneside given the priority placed upon workplace health by the North East Commission for Health and Social Care Integration;
- b) support and promote the Better Health at Work Award scheme;
- c) consider how the Better Health at Work Award scheme can be extended across organisations in North Tyneside; and
- d) consider how health at work can be addressed in the commissioning of services as part of the commitment to social value.

3. Policy Framework

This item relates to all those objectives set out in the Joint Health and Wellbeing Strategy 2013-23, but is particularly relevant to shifting investment to focus on evidence based prevention and early intervention wherever possible.

4. Introduction

The report by the North East Commission for Health and Social Care Integration 'Health and Wealth- Closing the Gap in the North East' identifies that employers have a key role to play in maintaining and improving the mental and physical health and wellbeing of their workforce, and supporting those with health conditions to remain in the workforce. Promoting a healthy workplace has considerable benefits for employers and can lead to decreased absenteeism, increased productivity and improved performance as well as enhancing an organisation's reputation and standing with staff, stakeholders and the wider community.

While many public, private and voluntary sector organisations already make significant efforts to address the health of their workforce there is a need to expand this effort to as many organisations as possible if there is to be an impact on the number of working days lost due to workplace injury and ill Health. The North East has had a reputation for being an “unhealthy” place to live and work with low levels of life expectancy rates and high long-term sickness and disability figures.

The North East Better Health at Work Award was established to raise awareness of health and wellbeing issues in the workplace in order to combat poor health in the region. It is based on a partnership of the North East region’s twelve local authorities, the NHS and the Northern Trades Union Congress, with support and endorsement from Public Health England. The Better Health at Work Award takes an evidence based approach in which individuals benefit from increased access to health information and interventions while employers benefit from improved morale, dramatically lower levels of absenteeism and increased productivity. An evaluation of the scheme was carried out in 2012 by Public Health North East, Durham University summarised as follows: *‘The evaluation demonstrates that the Better Health at Work Award is highly regarded by employers and workplace health teams. Employers value benefits for their staff and organisations while workplace health teams are passionate about the Better Health at Work Award and dedicated to support employers in creating healthier workplaces.’*

5. What does the Better Health at Work Award Scheme involve?

It recognises the efforts of local employers in addressing health issues within the workplace. The award is open to all employers in the North East, regardless of size, location or type of business.

The award supports organisations in the North East in a structured way to promote health and wellbeing in the work place with the aim of having a healthy workforce. There are 5 levels to the award – bronze, silver, gold, continuing excellence and continuing excellence plus. Employers are supported and given up to a year per level of award to achieve the criteria. All employers are required to begin at bronze and progress systematically upwards through the levels. A total of 345 employers have achieved the award across the North East to date consisting of 107 bronze, 79 silver, 48 gold, 42 continuing excellence and 69 continuing excellence plus status. This gives a potential reach of 197,399 employees across the North East.

The process involves securing commitment to the scheme from the senior management team in the organisation and recruiting health advocates who support the organisation towards the achievement of the award and help develop a positive wellbeing culture in the workplace and beyond. Participating organisations are also required to create and implement an action plan for the year.

Every employer who signs-up to participate in the scheme is supported by a local dedicated workplace health lead for the area, who provides guidance on each part of the process for example carrying out health needs assessments and developing health related policies. The lead is also responsible for assessing how the workplace is meeting the criteria and submits recommendations to the regional award co-ordinator at the Northern TUC who issues the final approval that the criteria has been met by each organisation.

6. How has the Better Health at Work programme been implemented in North Tyneside?

The Director of Public Health in North Tyneside Council has a contract with Northumbria Healthcare NHS Foundation Trust to provide a local dedicated workplace health lead to support businesses in North Tyneside to promote a healthy working environment and improve the health of employees by participating in the scheme.

There are around 4625 businesses in North Tyneside however 87% are micro businesses often employing less than 5 members of staff for that reason the Better Health at Work scheme has been focussed upon the 605 small, medium and large businesses in the borough.

The workplace lead works with the Northern TUC and co-ordinates the scheme in North Tyneside which is currently supporting 31 businesses all of which are at different stages; 8 at bronze, 7 at silver, 9 at gold, 3 at continuing excellence and 4 at continuing excellence plus stage. This represents 5% of the eligible 605 businesses with a reach of 27,732 employees across North Tyneside.

6.1 Better Health at Work: North Tyneside Council

North Tyneside Council is committed to promoting, protecting and improving the health and well being of its employees. The Council has over the past four years moved through the accreditation stages of the Better Health at Work Award and is currently at continuing excellence level. The Council has developed a health and wellbeing strategy and a dedicated delivery plan which identifies the key strands of work that are planned for the current year. The Council has also established a pro-active health advocates group to oversee the programme. The health advocates are responsible for co-ordinating and implementing the health promotion activities outlined in the delivery plan. A health needs survey was undertaken in January 2016 with employees and the results have informed the delivery plan. Oversight and leadership for the programme lies with the Director of Public Health and the Head of Human Resources and Organisational Development and accountability is to the Health, Wellbeing and Safety Executive Forum chaired by the Deputy Chief Executive.

6.2 Better Health at Work: NHS Foundation Trusts

6.2.1 *Northumbria Healthcare NHS Foundation Trust*

Northumbria Healthcare NHS Foundation Trust holds the gold status of the Better Health at Work Award. In addition Northumbria Healthcare NHS Foundation Trust is one of ten NHS employers nationally leading the way to spearhead a comprehensive initiative to boost NHS staff health at work as part of the NHS 'Five Year Forward View'. The Trust offers a range of support and initiatives to staff, including rapid access to psychology services and physiotherapy, a weight management programme and physical activity opportunities. They are also embarking on a three-year health check project for staff.

The Trust identify that the staff are the foundation for all that they do and a positive staff experience is essential for good patient outcomes. The Trust is committed to improving the working environment and the opportunities available to staff. Health and wellbeing and staff engagement are essential components within their programme and a health and wellbeing strategy has been developed by a steering group with board level support to oversee the programme.

6.2.2 Newcastle upon Tyne Hospitals NHS Foundation Trust

The Trust is one of the largest employers of people in the North East and as a result has the opportunity to influence the wellbeing of a significant workforce. In December 2015, the Trust successfully achieved the bronze standards of the Better Health at Work Award subsequently a better health at work co-ordinator has been employed to support progress toward the silver award standards and they are aiming for assessment in January 2017.

Significant achievements to date include:

- Increased health champion numbers and impact.
- A running group has been established
- On site NHS Health Checks commenced in June
- New physical activity initiatives including “Race to Rio”, Step Jockey and lunchtime walks have been developed.

A revised action plan has been agreed by the Better Health at Work working group which includes introduction of health and well-being initiatives giving staff the opportunity to access schemes and initiatives that promote physical activity, provide them with mental health support and rapid access to physiotherapy where required.

6.2.3 Northumberland, Tyne and Wear Mental Health NHS Foundation Trust

Northumberland Tyne and Wear NHS Foundation Trust have held the Better Health at Work Award at Continuing Excellence level since 2009. They also hold the Investors in People Good Practice Award: Health and Wellbeing.

The Trust’s workforce strategy and health and wellbeing strategy highlights the importance of a healthy workforce and how critical this is to provide the levels of patient care that the Trust strives for. Their aim is to create a workplace that protects the health and wellbeing of employees and optimises the opportunity to help people improve their own health and wellbeing.

The Trust has recently undertaken an organisational health needs assessment, which will inform the updating of the health and wellbeing strategy and help to ensure that health and wellbeing continues to be embedded into everyday activities.

7. Decision options

The Board may take whatever action it considers appropriate in response to the report, however the recommendations set out in section 2 of this report have been formulated in consultation with the Self Care and Prevention Integration Board and partner organisations referred to in the report.

8. Reasons for recommended option

The Board are asked to agree the recommendations set out in Section 2 of the report as they are deemed to be in line with regional proposals contained within the Report of the North East Commission for Health and Social Care Integration.

9. Appendices

Appendix 1 – List of businesses who have achieved the Better Health at Work Award across North Tyneside

10. Contact officers:

Wendy Burke, Director of Public Health, 0191 643 2104
Christine Jordan, Senior Manager Public Health and Wellbeing (Adults), 0191 643 2880

11. Finance and other resources

North Tyneside Council contributes £7,500 to the contract with the Northern TUC which is held by Newcastle City Council on behalf of all 12 local authorities in the North East. North Tyneside Council has a contract with Northumbria Healthcare Foundation NHS Trust for £40,677 to provide workplace health lead and coordinator. Both contracts are funded from the Council's public health ring fenced grant.

12. Legal

In considering the report the Board should be mindful of its duty under Section 195 of the Health & Social Care Act 2012 to encourage persons who arrange for the provision of any health related services to work closely together.

13. Consultation/community engagement

The report has been developed in consultation with partners who are participating in the award scheme.

14. Human rights

The report does not directly address equalities and diversity. The Board and individual partner organisations will need to have regard to their duties under the Equality Act when implementing any of the recommendations contained within the report.

15. Risk management

There are no risk management implications directly arising from this report. A risk assessment has not been undertaken in relation to the report.

16. Crime and disorder

There are no crime and disorder implications directly arising from this report.

SIGN OFF

Director of Public Health

Chair/Deputy Chair of the Board

Chief Finance Officer

Head of Law & Governance

**List of businesses who have achieved the BHAW Award across
North Tyneside**

Workplace	Current Level	Routine/Manual	No of Employees (approx.)
Accenture	Bronze		620
Advanced Industrial Solutions (AIS)	Bronze	✓	118
BT Call Centre	CE+		850
Busy Bees Nursery	CE+		38
Capita (Property and Infrastructure)	Gold	✓	403
Concern Group (mental health care) Multi-Site – led by North Tyneside	Bronze	✓	253
Connect Health	Bronze		310
Elanders Ltd	Silver	✓	178
Engie (NTC contract)	Bronze		374
Ford Components (Multi-Site)	Gold	✓	78
Freudenberg Technical Products	Silver	✓	259
G4S Utility & Outsourcing Services Ltd	Gold	✓	1977
Greggs Head Office (2 sites)	Bronze	✓	501
Harbour Support (Multi-Site)	Bronze		150
Heraeus Quartz UK Ltd	Silver	✓	86
Hewlett Packard Enterprise	Bronze	✓	1600
HM Courts and Tribunal Services (Multi-Site)	Silver		400
Home Group (Multi-Site) Lead by North Tyneside	CE	✓	3318
ISOS Housing Ltd (Multi-Site)	Gold	✓	411
Kier North Tyneside	Gold	✓	404
Marshalls	Bronze	✓	51
Multi Packaging	Silver	✓	253

Solutions (MPS)			
North Tyneside Council	CE+	✓	2985
Northumbria Healthcare Foundation Trust	Gold	✓	9456
Office of Police and Crime Commissioner	Bronze	✓	14
Places for People (Multi-Site)	Bronze		45
Port of Tyne (Multi-Site)	Silver	✓	445
Proctor and Gamble	CE	✓	285
Quorum Hub/Knight Frank	Silver		6
SES	Bronze	✓	193
SITEL UK Ltd	CE		706
Tesco Bank	Gold		556
TT2 Ltd	Gold	✓	52
Tyne Metropolitan College	CE+		306
YMCA	Gold		51
Total			27,732