

Wellbeing@Work SouthWest

Welcome to our third e-newsletter!

Issue 3
September 2010

Hello Everyone

The work and wellbeing agenda is going to be even more important in the coming months. Undergoing change is always stressful and being faced with an uncertain future can lead to people engaging in behaviours that are a risk to health.

Investment in staff health and wellbeing sends a powerful message to employees that they are valued and enables them to be emotionally resilient to change. This ensures that businesses and organisations can weather the next few months and emerge more productive and competitive.

I hope that you will find this edition of the e-newsletter informative and interesting. I would appreciate any feedback on its content and please ensure that you forward it to your network of interested colleagues and contacts. If you have anything you want to include in the next edition in November please contact me:

jane.abraham@gosw.gsi.gov.uk

National Picture

MacLeod Report

Engaging for Success: enhancing performance through employee engagement

This report identifies evidence that demonstrates that employee engagement can improve innovation, performance and productivity. It includes chapters in the 'what, why and how' of employee engagement, the evidence to support it, the barriers and enablers and some recommendations.

www.berr.gov.uk/policies/employment-matters/strategies/employee-engagement



Responsibility Deal 2

This document sets out how businesses and government can work together to achieve positive societal change through Responsibility Deals. Businesses are encouraged to address public health issues.

Andrew Lansley's publication focuses on 3 pillars:

- Healthy diet and physical activity
- Reducing alcohol consumption
- Reducing sickness absence through health promotion activities

www.publichealthcommission.co.uk/pdfs/AboutPHC/ResponsibilityDeal.pdf



Business Link website

As of 1st September all the DWP information on Health, Work & Wellbeing will be located on the Business Link website.

Follow the link below to the website

www.businesslink.gov.uk/workingforhealth



Tax office clarifies Cycle to Work scheme rules

In August, the tax office clarified the rules governing the Cycle to Work scheme to encourage more employers to implement it.

In a statement, HMRC said:

"The Cycle to Work scheme is a very generous tax break and remains so. After consultation with employer representatives we have provided a guide to what constitutes an acceptable price for a bike being sold to an employee to provide a simplified method for establishing the market value of the bike."

"There has been no change to the rules – if an employer passes a bike to an employee after its use under the scheme at its full market value there is no tax charge."

Find out more about the scheme at:

www.dft.gov.uk/pgr/sustainable/cycling/cycletoworkguidance/





HEALTH AT WORK

Promoting workplace health & wellbeing

British Heart Foundation

World Heart Day – 26th September

With a theme of Workplace Wellness, World Heart Day is the perfect time for you and your colleagues to come together and get involved.

Help us celebrate the day by taking part in one of our walking events or organising your own walk.

Walking is a great way to improve your heart health and entering a team with your colleagues is brilliant for team building - plus you'll also be raising money to help save lives!

To find more information about World Heart Day, how to enter a BHF walk, or to organise your own walk follow this link:

www.bhf.org.uk/HealthAtWork/default.aspx?page=736

For more information on BHF's Health at Work resources and toolkits and to sign up to our e-Newsletter see www.bhf.org.uk/thinkfit/

Or contact Suzy Taylor, BHF Community Development Coordinator (South West England) on 01722 410061 or taylorosu@bhf.org.uk



Blood Pressure Association

Know Your Numbers Campaign – September 13th-19th 2010

Know Your Numbers is the Blood Pressure Association's flagship awareness campaign that encourages adults across the UK to be aware of their own blood pressure and take appropriate action to maintain or reach a healthy blood pressure.

A business or organisation can offer employees free blood pressure checks and then information and support on how to maintain a healthy heart.

You can get resources to help you to run your own events throughout the year

www.bpassoc.org.uk/microsites/kyn/Home/Getinvolved/Resources



Flora Heart Age Tool

Your 'heart age' can be higher or lower than your birth age and is dependant on a number of factors like cholesterol, weight and blood pressure.

Your heart age can give a good indication of the health of your heart, so why not use the clever calculator, available on the website, to work out your heart age and also receive a free heart health plan based on the results. Follow this link:

www.heartagecalculator.com/HeartHealth/HeartAgeCalculator.aspx



Walk4Life and Walk England

Walk4Life Day

Sunday 26th September is 'Walk4Life Day'. This is a huge ITV campaign planned to promote walking events in the regions on that day. You can have your walking event listed on the Walk4Life Day Events Calendar. Contact

veronica.reynolds@walkengland.org.uk

Waymarkers

If you have identified a Walk4Life Mile then you can now order waymarkers for your route(s). You can find a waymarker order form on the Walk England website.

Plotting walking routes on the Walk4Life website

On the new Walk4Life website (which goes live to the public on 13th September) you will be able to create your own walking routes using user-friendly OS mapping tools. See more information at:

www.walkengland.org.uk/content/acr.aspx



NHS Boorman Reviews

What's happening in the South West...?

On the 21st July over 30 Health & Well-being leads from 25 NHS organisations across the South West attended a workshop to look at ways to embed the recommendations of the Boorman Report.

The day was a mixture of presentations from the Strategic Health Authority, Department of Health and NHS Plus and a number of contributors from the public health arena attended to provide an opportunity for organisations to look at tools to support the Health and Well-being strategy and action plans in their organisation.

There was discussion and practical ideas on how the Health & Safety Executive tools on managing stress could be used, the employers pack for introducing Change 4 Life within the workplace, how to support employees who wanted to be smoke free and advice for employees on drinking levels or alcohol problems. A representative from Mindful Employer was also available to discuss the initiative and how organisation can become involved.

There was also clear messages about how the Occupational Health services provided to NHS organisations would be preparing to comply with the new Faculty of Occupational Medicine standards and how NHS plus will be supporting the quality standards for these services.

The final part of the day was an opportunity to see the launch of an IT platform 'Huddle' which provides the Health and Well-being leads with a virtual network, a repository of resources and links to key health & well-being documents/tools and an opportunity for on-line discussions and meetings. The day provided a clear action plan for the NHS in the South West to continue embedding the recommendations and also individual plans specific to those organisations represented.

Alex Nestor
Deputy Director of Transformation - Making our Hospitals Better
0117 3426709



National Education Programme for General Practitioners (NEP) Health and Work in General Practice

The RCGP invites all GPs to a half day workshop on managing work and health issues in their patient population.

The RCGP is rolling out a programme that will be delivered through a series of half day workshops throughout Great Britain.

The purpose of the training is to:

- increase the knowledge, skills and confidence of GPs in dealing with clinical issues relating to work and health
- ensure GPs are aware of their responsibilities in this area and to signpost additional means of support which will enable them and their teams to be confident that they are providing the best possible care for these patients.

Why the need for this training?

- To signpost additional means of support which will enable GP's and their teams to be confident that they are providing the best possible care for the patients.
- To enable GPs to manage the patient with work / health issues up to a certain level as they do with conditions in the area of other specialities.

Find more information and a link to the online booking facility:

www.rcgp.org.uk/news_and_events/courses_events/health_and_work_training.aspx



E q u a l i t y

The Equality Act 2010

Advice available from ACAS

The Equality Act will become law in October 2010. It replaces previous legislation and ensures consistency in what you need to do to make your workplace a fair environment and to comply with the law.

ACAS offers training on the Equality Act and how it affects employers.

You can also download the ACAS guide to the Equality Act 2010

www.acas.org.uk/index.aspx?articleid=3017



M e d i a t i o n

Mediation and mediation training

Advice available from ACAS

Mediation is an informal way of resolving disagreement or disputes and avoiding more formal or legal interventions.

ACAS can provide independent mediation to help resolve disputes especially between individual co-workers or individuals and line managers.

They assist with organisations developing their own scheme which includes training and accrediting your own workplace mediators. For more info see:

www.acas.org.uk/CHttpHandler.ashx?id=2833&p=0



Working with Disability How accessible is your organisation?

Having an accessible environment is good for your business. Not only will it help you to meet your responsibilities under the Disability Discrimination Act, it will also attract a broader range of customers, employees and service users.

As one of the UK's leading providers of employment services and employment to people with disabilities and complex barriers to work, Remploy's services are flexible, responsive and tailored specifically to the needs of the organisation.

Remploy's Access Auditing service can help organisations to assess their accessibility by identifying any barriers to access, including:

- Access to services and premises for all forms of disability
- Evaluating staff awareness
- Assessing the impact of practices, policies and procedures
- Consultation with disabled people and groups.

To find out how Remploy can help improve the accessibility of your business call 0845 146 0501 or email

accessservices@remploy.co.uk



Mental Health



Mindful Employer CIPD Devon & Cornwall

The recently announced government spending reductions will impact not only the lives of public servants but also on the many private sector businesses and voluntary sector organisations who depend on government contracts. This coming on top of financial difficulties brought about by the recession will be causing continued stress and worry for many. You will I am sure already be picking up on worries and concerns of your colleagues, people who use your services and other contacts – let alone your own perhaps!

For many people, such times of uncertainty and rumour can affect their health. Stress brought on by issues connected to work can, if left unsupported, bring about physical health problems and also depression, anxiety and other mental health conditions. There is a growing awareness of stress and mental health related issues in the workplace and, challenging the often negative stigma of such conditions, also an increased amount of information and local support available. Lack of mental wellbeing in the workplace is costing the UK £25.9 billion per annum in terms of sickness absence, presenteeism and turnover.

MINDFUL EMPLOYER is an initiative specifically aimed at providing employers with easier access to information and local support in relation to supporting staff experiencing mental ill health. The initiative started in Exeter in 2004 and such as been its success is now UK-wide. It's completely voluntary, is not about targets or outcomes (so often the source of stress in themselves!) and encourages and enables employers to share good practice.

Employers can be involved in the initiative in different ways – coming to Local Employer Networks, exchanging good practice, using the website to find the right information and local support, for example. Nearly 700 employers have signed the MINDFUL EMPLOYER Charter for Employers who are Positive About Mental Health representing SMEs and large employers from all strands of private, public and voluntary sector life. Many others are also involved in supporting the initiative and employers can be involved without signing the Charter. In the South West alone, over 580 employer contacts regularly receive information about the initiative and there are currently over 100 Charter signatories in the region.

Run by Workways, a service of Devon Partnership NHS Trust, more information is available at the website www.mindfulemployer.net or telephone 01392 677064

Richard Frost & Lynn Aggett



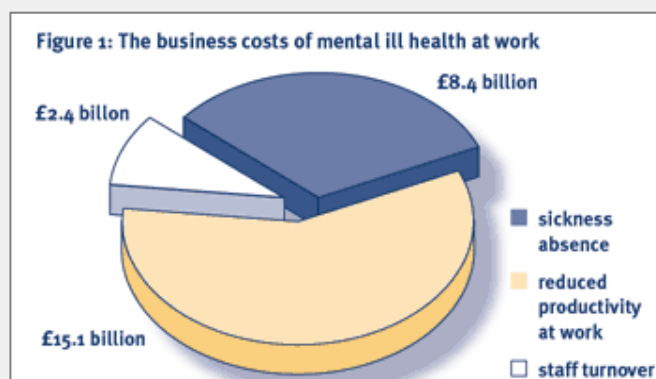
Centre for Mental Health Report on mental ill health cost to UK employers

Businesses across Britain are losing £1,000 a year for every person they employ because of mental ill health among their staff, says a report published recently by the Sainsbury Centre for Mental Health (now renamed Centre for Mental Health).

Mental Health at Work: Developing the business case finds that the total cost to UK employers of mental ill health among their staff is over £25 billion. That is equivalent to £1,000 per employee in the workforce.

To read more and to download the paper, follow the link to the Centre for Mental Health website:

www.centreformentalhealth.org.uk/news/2007_mental_ill_health_costs_UK_employers_25billion.aspx



Men's Health Forum

It's easy to set up a men's health focus group

The MHF can now provide a complete men's health focus group service - organising, hosting, running and reporting - for any organisation in any sector interested in developing their work in this area. It's the easiest and most effective way to find out what men really think of you or what you do.

More on MHF focus groups at:

www.menshealthforum.org.uk/node/21609

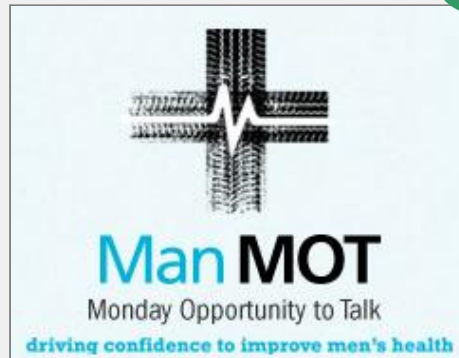


Man MOT - Monday Opportunity to Talk

The Man MOT (Monday Opportunity to Talk) online surgery is available every Monday evening from 6pm-11pm to offer men a free and secure service where they can talk to a GP anonymously, and in confidence.

Traditionally men are reluctant to visit health professionals about concerns. This gives them the opportunity to access advice remotely and at their convenience.

<http://manmot.co.uk/>



National Men's Health Event 'Operation Checkmate' Saturday 19th June 2010

On Saturday 19th June, Plymouth held a city centre event, focusing on men's health. This was as part of the National Men's Health Week, first held in June 2002 and since then the week has grown in impact.

NHS Plymouth's Community Public Health team, whose central focus is to address health inequalities, has supported the week since the team came into being in 2004.

There are clear health issues between the sexes:

- Women live longer than men- on average 4.3 years
- Coronary heart disease kills more men than women and on average men develop it 10-15 years earlier.
- Men are almost twice as likely to develop and die from one of the ten commonest cancers that affect men and women(excluding breast cancer)
- Men are more likely to take part in risky behaviours, and suicide rates are three times higher for men.
- Men visit their GP 20% less frequently than women, and take up of other health services such as smoking cessation, dental services, are lower (Source Men's Health Forum)

Each year National Men's Health Week (NMHW) has a different health theme, chosen by the charity Men's Health Forum, and the Department of Health.

This year the theme was physical activity. Although watching sport is popular and enjoyed by many men and boys, only 40% of men achieve 30 minutes of moderate intensity activity on five days a week.

Operation Checkmate took place on the Piazza, and was the result of partnership work between NHS Plymouth, Plymouth City council, YMCA, the Army and the City Centre Company. Many other partners joined us on the day including Sir John Hunt Community College, Plymouth University, BBC Big Screen, The National Trust, Drug and alcohol services, and Sexual health services.

Hundreds of men, of all ages, took part in various physical challenges: rowing, cycling, penalty shoot-outs, and virtual cricket (shown on the Big Screen)

Plymouth YMCA performed two energetic aerobic sessions on stage, showcasing boxercise and body pump.

MC for the day was John Ryan, professional comedian, who engaged brilliantly with the crowd, and hosted Plymouth's own 'A Question of Sport' on the stage.

As well as the physical activities, men had the opportunity to have a health 'MOT', chat to a smoking cessation adviser, and get the latest advice regarding cancer awareness. Information on healthy eating, mental wellbeing and exercise on referral were all available, and attracted many men to their stands.

Over 100 men had a health MOT and of those 30% were referred on to other services.



Men take part in the sports quiz



Cancer awareness worker, Lorraine Wilkinson, chats to public



Comedian John Ryan has his BP checked

Occupational Health



Survey shows NHS Plus small business health adviceline is taking off

A survey by NHS Plus has shown increasing numbers of small business employers are turning to their free Health for work Adviceline, introduced to help tackle the impact of sickness absence in the workplace – over a thousand businesses have called the Adviceline and the numbers are increasing every month.

Overall, sickness absence costs the UK around £100 billion each year. The Adviceline is aimed at small businesses, as they often lack the resources that larger organisations have at their disposal. However, the effect of just one employee being absent can be huge in terms of productivity, recruitment costs and staff morale.

Small business employers and managers are put in direct contact with occupational health professionals (Tel: 0800 0 77 88 44) for advice about how to help an employee with a physical or mental health problem, so minimising the impact on the business.

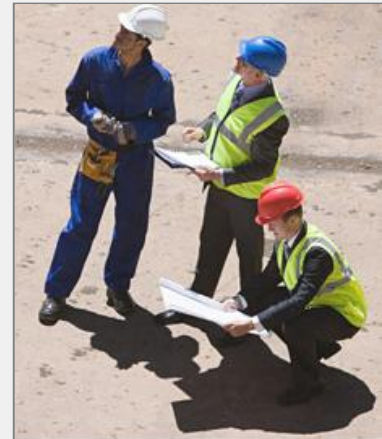
The survey reports that more than 97% of small business employers have found the service useful.

“We were very pleased to find out about this excellent service,” comments the manager of a Newcastle business in the survey. “We are a small company (14 employees) and just don’t have access to this sort of advice otherwise.”

A London-based business employer states: “I was able to speak to an advisor immediately. They were very knowledgeable and understood how to relate that knowledge to our company – a small charity. Having the summary report sent almost immediately was very helpful too.”

Dame Carol Black, whose report into working-age health identified a need to support small businesses and led to the introduction of the Adviceline, said, “I’m delighted that we now have a national occupational health advice service available to all small businesses in the country. More and more employers are taking advantage of the opportunity to speak to a NHS nurse about health issues affecting their staff. These managers understand the business benefits of addressing employee health problems when they arise, and recognise that the Health for Work Adviceline will provide the professional, confidential information they need.”

Employers and managers with concerns can call the free Adviceline on 0800 0 77 88 44. They can also receive help with occupational health monitoring, screening and surveillance, as well as lifestyle and well-being issues, absence management and rehabilitation advice, and will be referred to further support if appropriate.



Research



Workplace Stress

More than half of UK workers (54 per cent) would welcome a stress counselling services provided by their employer, a survey has found.

The British Association for Counselling and Psychotherapy (BACP) study spoke to 1,440 employees, who said they would benefit from more support to deal with work stresses and the effects of the recession.

Read more at:

www.peoplemanagement.co.uk/pm/articles/2010/08/employees-seek-workplace-stress-counselling.htm?wa_src=email&wa_pub=cipd&wa crt=news_4&wa_cmp=pmdaily_050810

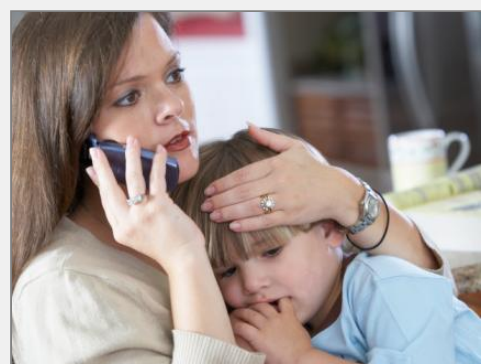


UK workers take 35 million ‘sickies’ for personal reasons

The UK economy is suffering as its workers take more than 35 million sick days a year for personal reasons rather than for a genuine illness, according to a survey by Aon Consulting.

One in three UK workers (33 per cent) say that the last time they took a day off from work as sick leave they did not have anything wrong with them, the survey of over 7,500 European workers found.

This demonstrates that employers need to take into consideration what affects staff outside of the work environment.



Training Opportunities



Training Opportunities for Health and Work

There are many professional development opportunities for those working in the field of health and work. We have summarised some here. Please note that prices are approximate – please contact the various issuing body for further information and costs.

NEBOSH – National Certificate in the Management of Health and Wellbeing at Work (VRQ Level 3 A-level or National Certificate Standard)

Fees for EEF training
£935.00 (excl VAT) - EEF members
£1100.00 (excl VAT) - non-members
Training advisors at EEF: 0845 293 9850

ILM Award in Health and Wellbeing Management – endorsed by the Institute of Leadership Management

Six day course: £1,350 + vat

Discounts available for multiple delegates
<http://www.lifecraft.co.uk/healthandwellbeing/>

Let's Get Healthy

(60 hours health champion training)
Individually quoted and tailored

University of Plymouth MSc in Work and Wellbeing – Faculty of Health

Full time ~£4,150
Part time (per 10 credits) ~£230
www.plymouth.ac.uk/courses/postgraduate/taught/4106/MSc+Work+and+Well+Being

WellKom

Personal Wellness Coach (level 2)
Personal Wellness Reviewer
Wellness Champion
Team Wellness Reviewer
Team Wellness Coach

Open College Network (levels 1, 2 & 3) and accessing local NHS provision i.e. healthy eating, stopping smoking (1-3 days)

Tariff of fees from £285 for the organisation to become a recognised centre

RSPH 1 day training courses

Level 1 Award in Health Awareness
Level 2 Understanding Public Health Improvement
QCA Accredited and linked to other RSPH workplace health qualifications
£175 per person (includes training, resources pack, refreshments, exam and certificate)

Health and Social Care NVQ (various levels)

Health Trainers courses (e.g. City & Guilds level 3 Certificate for Health Trainers)

Universities (e.g. Wolverhampton and Coventry) where workplace health and wellbeing courses are on offer:

Health and Wellbeing (Learning, Education and Progression) or Foundation in Health Studies

£3720 for MSc in Health Studies

Open University modules

Understanding Health ~£175.00
Learning to Change module ~£120.00

Investors in People Health & Wellbeing Good Practice Award

In May of this year Investors in People launched the Health & Wellbeing Good Practice Award. The award is the result of a 3-year joint project with the Department of Health and is a very practical response to the findings in both Dame Carol Black and Dr Steven Boorman's reports. The award was extensively piloted by some 400 organisations (all sectors and sizes) and currently 22 organisations across the UK have achieved it.

The link below to the Health & Wellbeing section of the Investors in People web site has some fantastic resources. This includes access to a self-check diagnostic tool, a library of over 60 free downloads and a good practice database with over 100 examples of initiatives being used by employers. You can also access a range of case studies.

Recognising Excellence is the South West Centre delivering support, training and advice and assessment services to employers wishing to support employee health and wellbeing. They can help you identify return on investment to demonstrate the business case for any investment made. You don't have to prepare any paperwork, policies or fill out forms to achieve this award.

Employers can work with Recognising Excellence whether or not they wish to move forward to assessment. They will receive a detailed report and help to further improve practices. Anyone already recognised against the Investor in People Standard can credit up to one third of the required evidence toward the award. Likewise, achievement of this good practice award could be a stepping stone if you are working toward achievement of the Investors in People Standard.

Recognising Excellence is there to help and would like to hear from you. You can book a no obligation visit to learn more. Simply contact info@recognisingexcellence.co.uk or find more information at www.recognisingexcellence.co.uk

Follow this link for the Health & Wellbeing section of the Investors in People web site
www.investorsinpeople.co.uk/Interactive/Awards/HWAward/Pages/GettingStarted.aspx



INVESTORS
IN PEOPLE | South
West

RECOGNISING
EXCELLENCE

Regional Case Studies

Truro and Penwith College A great place to work

Truro and Penwith College is one of the best colleges in the sector. The College entered The Sunday Times Best Places to Work in the Public Sector survey to find out a true opinion from the College's employees.

This year's list has been derived from entries of 207 organisations. In total they surveyed over 45,000 employee opinions for all their lists, and carried out an evaluation of each organisation's key statistics, processes and policies.

Truro and Penwith College achieved a place on this year's list recognising the College as a 'Best Place to Work'. The College is placed at number 32 on The Sunday Times Best Places to Work For in the Public Sector list 2010 and also awarded "the one to watch" status.

'Best Companies', a workplace engagement specialist company, used its methodology to identify workplace performance and good practice across the country to define the best places to work in both the private and the public sectors. Employees at the College were selected at random to take part in a confidential survey about leadership, communication with management, personal growth, wellbeing, working with a team and the company's impact on society. Published results revealed by the survey were as follows:

"Staff believe that Truro and Penwith College is in a class of its own as an employer.

Employees feel they can make a difference, say that colleagues go out of their way to help one another and feel the college provides a great service (this last score was bettered by just five mid-sized organisations nationally).

Employees feel the College puts a lot back into the local community (just three other organisations achieved better results on this measure) and say that it makes a positive difference to society."

Principal Jonathan Burnett makes a point of congratulating staff personally for good performance and an open-door policy means he is always available. Staff say the College is run on strong values and they have a great deal of confidence in the senior management. They feel that Mr Burnett runs the College on sound moral principles and they have a great deal of faith in him (a score bettered by just two others in our list).

Employees also care about providing a great service and are proud to work for the College."

The Sunday Times March 14, 2010



St. Margaret's Hospice, Taunton A 'hospice without walls'



Jon Andrewes started as the CEO of St Margaret's Hospice in Taunton several years ago after running a successful private sector company. There were 2 key challenges: making the business financially viable following a period of unsustainable growth and changing the way the workforce was managed.

He truly believes that investing in people is core to the success of any business. St Margaret's, whose workforce are >95% female, has 360 staff and approximately 1200 volunteers and Jon inherited a high level of sickness costs, primarily due to lone working, long-term stress and back problems. The nature of the caring work involved means that work can be tiring, emotional and stressful and there have been a number of interventions put in place by Jon and his team to improve staff health and wellbeing.

These include:

- Jon and his senior team work in different departments for 2/3 days to understand the staff needs and motivations
- 'Time out' for those staff that are overwhelmed by death – allowing work experience opportunities to re-energise and refresh overloaded staff with other organisations
- Employed a professional development coach for everyone to identify own skills and strengths
- Older staff 'mentor' younger colleagues
- Employ people based on their core competencies rather than skills
- Changed interview from traditional questions to a conversation about what motivates new employees to join the Hospice teams
- Alternative therapists/counselling/social events and weekly HR surgeries
- Staff forums and away days for staff groups
- Positively acknowledges good work and says thank you for a job well done
- Jon regularly 'takes the temperature' of the organisation – identifying challenges first hand and targets resources to resolve these
- 'Stars Programme' encourages staff with a good business idea to develop their own skills to take project forward and maximise their own potential.
- Action Learning Sets which are self managed

Staff sickness absence has now been reduced by 2/3rds and long-term absence has now been brought down. HR focuses on people not the process and staff turnover is low.

St Margaret's is an inspiring place to visit. Jon has the full support of the Board of Trustees and demonstrates the value of any business investing in their staff as their greatest asset.



Regional Picture

Gloucestershire

The Kitchen Challenge

People and Places in Gloucestershire CIC and The Wiggly Worm Charity have formed a new partnership to deliver a project that is making a real difference to adults who face barriers through disability or disadvantage.

The Kitchen Challenge is taking 3 groups of participants on an inspirational journey towards new found trust, confidence and self belief using food as the vehicle.

The 8 week programme enables participants to explore farming, butchery, fish preparation, bread making, cheese making...and so much more! The participants learn practical culinary skills and learn to work as a team, manage their own time, develop their sensory perception, solve problems and prepare healthy, safe and affordable food.

The Kitchen Challenge culminates in a finale dinner in which the team prepares a fine dining experience for 30 specially invited guests that promises to be of a standard worthy of Michelin status. Beyond the Challenge individuals are provided with ongoing support to capitalise on the benefits of the programme and to plan the next steps to achieve their goals.

This exciting project creates a truly life enhancing and challenging experience for people. Following the first group two individuals have gone into paid employment, one is volunteering 5 days a week and one is now a mentor for others on future courses. This is a unique and innovative project that supports the personal development of each individual and enables each participant to progress towards a more satisfying future.

Hannah Williams - Healthy Workplace Co-ordinator
NHS Gloucestershire
hannah.williams@glos.nhs.uk



Coastline Housing Ltd - Cornwall

Coastline Housing Ltd based in Camborne, Cornwall are Silver Award Holders of the Cornwall & Isles of Scilly Healthy Workplace Award.

They have also recently been chosen as one of six nationally as an example of good practice case study for the British Heart Foundation (BHF). At the beginning of July, the BHF team visited Coastline Housing Ltd for the day and filmed a wide range of initiatives they had organised for staff health and well-being. These included sun safe awareness sessions for outdoor workers, healthy boxes, a pedometer challenge, five a side football plus talking to staff on the impact and difference it has made to their health and wellbeing at work.

The short DVD will be available in September on the BHF Health at Work Website. Please also check the Think Fit Packs - very useful and free resources available on promoting physical activity, healthier eating and mental wellbeing in the workplace! All are available to order free from the website:

Please visit: www.bhf.org.uk/HealthAtWork/
For any further information about the success at Coastline Housing Ltd or the new Cornwall & Isles of Scilly Healthy Workplace Award please contact Rachel Faulkner, Workplace Health Coordinator on 01209 313419 or email: rachel.faulkner@ciospct.cornwall.nhs.uk



Plymouth employers learn about the new Fit Note

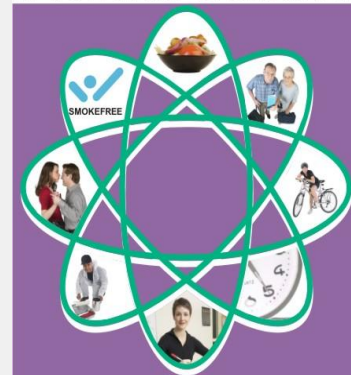
Susan McAdie, NHS Plymouth Business Health Network coordinator, facilitated a 'Better Together' Plymouth Chamber breakfast meeting in July about the newly released Fit Note. Employer representatives had the chance to gather together and discuss some of their workplace scenarios and offer solutions to each other. Invited GP practice manager and occupational health advisers provided the opportunity to highlight the revised process from the GP perspective.

Some key learning points from the morning:

- Communicate positively and proactively with absent staff to enable an early return to work.
- If the business does not have occupational health support and needs a GP to consider the issues around returning an absent employee to work then, together with the employee/patient, construct a short paragraph identifying the key responsibilities for their role that can be given to the GP at the next time of contact for information. This paragraph needs to be concise, factual and related to the job not the individual, together with any physical limitations (manual handling, lifting etc) that might need to be considered.

More information about the Better Together initiative can be found at www.plymouthbettertogether.org.uk
For more information about the Business Health Network contact Susan McAdie on sue.mcadie@plymouth.nhs.uk Tel: 01752 272465

HEALTH AT WORK AWARD



HEALTH NETWORKS

Healthy Activities and Lifestyles Day in Plymouth

Plymouth based Colebrook Housing had the opportunity for staff to attend a "Healthy Activities and Lifestyles" day in July run by the NHS Plymouth Business Health Network. Delegates had the chance to discuss what health and wellbeing meant to them and their families and how they measured how healthy they were. Everybody creaks in the morning!

We also talked about how to eat healthily, what to look for on labels, how to cater for a family and fitting it all in on a busy workday. Just before a healthy, leisurely lunch away from the usual pressures of the working day there was the opportunity to 'taste' some Body Balance (yoga, tai chi and pilates) and some boxercise for an hour. At the end of the day individuals were charged with pledging to make one healthy lifestyle change and putting it into action.

Some comments from the day:

"I enjoy physical exercise more than I thought" ... *"The Eatwell plate exercise definitely brilliant too!"* ... "I have learnt to set realistic goals for improving my health and wellbeing"

If you want to find out more about the day please contact Susan McAdie on sue.mcadie@plymouth.nhs.uk
Tel: 01752 272465



Dates for your diary...

September

- 13-19 Sept **Know your Numbers! Week**
The Blood Pressure Association's 10th Anniversary Know your Numbers! Week 2010 aims to raise awareness of high blood pressure. Find out more at www.bpassoc.org.uk/Home
- 14 Sept **ACAS training: The Equality Act 2010: What changes?**
Find out how the Equality Act 2010 will impact on your organisation. This 2 hour briefing will cover all the key changes. Bristol. (This briefing is being repeated on 16th and 22nd Sept in Bristol)
- 15 Sept **ACAS training: Introduction to mediation**
Mediation - lasting solutions to workplace conflict. Understand what mediation is and how it can help you manage conflict in your organisation or team. Bristol.
- 23 Sept **Health and Work in General Practice – Plymouth**
Training to increase the knowledge, skills and confidence of GPs in dealing with clinical issues relating to work and health. Find out more at <https://integra.rcgp.org.uk/membersarea/multievents/layout4.asp?pid=264>
- 24 Sept **World's Biggest Coffee Morning**
Across the country, and in several other parts of the world, thousands of people hold or attend coffee mornings to raise money for people affected by cancer. More information on www.macmillan.org.uk
- 26 Sept **ITV Walk4Life Day**
Throughout the ITV campaign from the 13th to the 26th September, celebrities and communities will come together on a series of organised walks in towns and in the countryside. More information at www.walk4life.info
- 26 Sept **World Heart Day**
World Heart Day was created to inform people around the globe that heart disease and stroke are the world's leading cause of death. Visit the website for more details.
- 28 Sept **Health and Work in General Practice – Bristol**
Training to increase the knowledge, skills and confidence of GPs in dealing with clinical issues relating to work and health. Find out more at <https://integra.rcgp.org.uk/membersarea/multievents/layout4.asp?pid=264>
- 29-30 Sept **14th South West Public Health Residential School**
A New Way of Working: The Science and Art of Public Health at Dartington Hall, Totnes. Find out more at <http://www.calderconferences.co.uk/delegate-registration.php>
- From 29 Sept **CIWM Certificate in Internal Workplace Mediation**
Accredited workplace mediator training (5 days in Sept and Oct). Equipping and accrediting people as mediators in their workplace. Bristol.



October

- 1 Oct **Breast Cancer Awareness Month**
Events across the UK to raise awareness. Visit the website at www.breastcancercare.org.uk for more details.
- 1 Oct **Flu Awareness Campaign**
Find out more about flu at www.dh.gov.uk/flu
- 1 Oct **International Walk to School Month**
A range of Walk to School resources are now available at www.walktoschool.org.uk to prepare you for walk to school month
- 1 Oct **Jeans For Genes Day**
Jeans for Genes is a national children's charity. Wear your jeans, make a donation and help children with genetic disorders. Find out more at www.jeansforgenes.com
- From 7 Oct **Certificate in cognitive behavioural therapy (CBT) skills for occupational health professionals**
A five-day course in CBT for occupational health professionals, with Brunel University. A highly practical qualification, designed to provide the skills to apply CBT to the workplace management of common mental health problems, to increase staff retention & promote return to work from long-term sickness absence in a cost-effective way. See www.atworkpartnership.co.uk
- 10 Oct **World Mental Health Day**
Raises public awareness about mental health issues. The Day promotes more open discussion of illnesses, and investments in prevention and treatment services.
- 11 Oct **Back Care Awareness Week**
Events across the UK to raise awareness of back care. More information at www.backcare.org.uk
- 18-24 Oct **Alcohol Awareness Week**
An opportunity to raise awareness of all alcohol misuse issues. Find out more at www.alcoholconcern.org.uk.
- 29 Oct **Wear it Pink – Breast Cancer awareness**
Wear it pink a fun and easy way to donate to Campaign and help fund breast cancer research. Find out more at www.wearitpink.co.uk.
- 30 Oct **Make a Difference Day**
The UK's largest single day of volunteering. Every year tens of thousands of people get together across the UK to make a difference in their communities. See www.csv.org.uk/campaigns/csv-make-difference-day

November

- 3 Nov **12th National Stress Awareness Day**
There are numerous solutions available to help people manage stress levels and ISMA^{UK}'s National Stress Awareness Day is the ideal opportunity to get involved. See the website for how to run an NSAD Event in your organisation or workplace: www.isma.org.uk/national-stress-awareness-day
- 14 Nov **World Diabetes Day**
The primary global awareness day to engage millions of people worldwide in diabetes advocacy and awareness. More information at www.worlddiabetesday.org
- 17 Nov **World COPD Awareness Day**
Raising awareness events across the UK. See www.lunguk.org

Anything to add...?

If you would like us to include your training day, conference or launch event in the diary section of our next e-newsletter please send us the details.

Also, do please ask your networks for any information, case studies or examples of best practice which they may wish to share in the next e-newsletter.

Please email material for inclusion to: alana.morris@gosw.gsi.gov.uk