

Wellbeing@Work SouthWest

Welcome to our second e-newsletter!

Issue 2 June 2010

Hello Everyone

Thank you for the fantastic response to our last e-newsletter and it appears to have reached a very wide audience. Please remember to let us know if you have an event you would like publicised or if you have some editorial and a picture of something you have done to share with others.

There haven't been any new policies in the last couple of months due to the General Election, however there is still a lot happening in terms of research, events and local issues so we have tried to include as many of those in this edition as space will allow.

We are also establishing regular features on Occupational Health, mental health and case studies of good practice which I hope you will find interesting.

My contact details are: jane.abraham@gosw.gsi.gov.uk telephone: 07788 928833

National Picture

National Business Awards

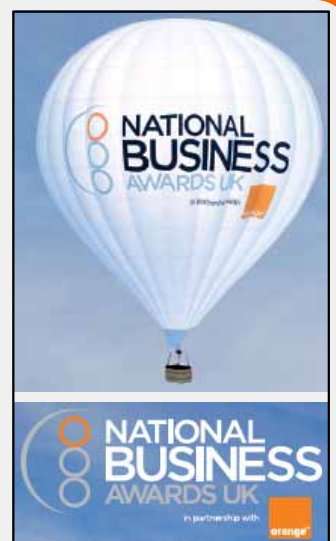
The Health, Work and Well-being Award

This Award will go to the organisation that can best demonstrate how it has worked to sustain the health and well-being of its workforce to the mutual benefit of the staff and the organisation

The Health, Work and Well-being Award for Small Business

This Award will go to the organisation with less than 250 employees that can best demonstrate how it understands the link between staff well being and improved performance and has made the health and well-being of its workforce a key part of its day to day operation.

More information can be found at: <http://www.nationalbusinessawards.co.uk/>



National Management and Leadership Awards

Workplace Wellbeing Award

This is an organisational award for any organisation that has achieved considerable success in identifying and implementing a Workplace Wellbeing strategy during the past 18 months. Short listed candidates will be invited to present to a panel of judges and will take part in a Q&A session (all judges will sign non-disclosure agreements).

Entry Fee: £100 + VAT

Find out more at:

<http://www.nmlawards.com/award-categories/workplace-wellbeing-award.html>



The Boorman Review

The final report of the Boorman Review on NHS Staff Health and Wellbeing was published in Nov 2009. The findings indicate across the whole NHS:

10.3 million days lost per annum to sickness at a cost of £1.7 billion

It set out to:

Highlight short term wins, establish future priorities for action, how staff are supported, local action on delivery and re-affirm the commitment of NHS to good workplaces for staff

Download the final report at:

<http://www.nhshealthandwellbeing.org/FinalReport.html>



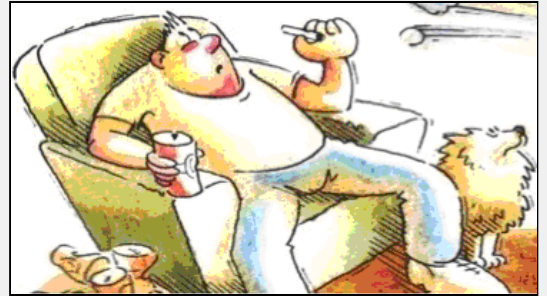
Men's Health Week – If you have a large number of men in your workforce why not take part?

14th - 20th June 2010

Men's Health Week 2010, which takes place during the early stages of the World Cup in South Africa, will make a major contribution to this campaign to get the nation more active and more healthy.

It will get men up off the sofa and walking, jogging, gardening, swimming, playing sport... in short, moving more. The aim is to harness the power and resources of professional sport to reach more men with new health services and campaigns.

For more information see the website:
<http://www.menshealthforum.org.uk/>



Research



Working overtime increases heart risk, a study finds.

People who regularly put in overtime and work 10 or 11-hour days increase their heart disease risk by nearly two-thirds, research suggests.

The findings come from a study of 6,000 British civil servants, published online in the European Heart Journal and part funded by BHF.

To read more, follow this link to the journal:

<http://eurheartj.oxfordjournals.org/content/early/2010/05/04/eurheartj.ehq124.abstract>



Workers should be aware of expanding waistlines

A new survey reveals that 97 per cent of people in Britain are unaware that their beer bellies and muffin tops are generating higher levels of oestrogen and excess chemicals in their stomachs, putting them at risk of cancer, Type 2 diabetes and heart disease.

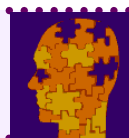
But worryingly, nearly three quarters (71 per cent) of people admit to carrying excess weight around their middle, and more than half (57 per cent of women and 55 per cent of men) overestimate the waist measurement at which they become at risk.

The results of the survey, which questioned 2,085 adults in Great Britain, were released as Diabetes UK, Cancer Research UK and the British Heart Foundation (BHF) launched their new 'Active Fat' campaign to raise awareness of the dangers of carrying extra weight around your middle.

People can learn more about active fat and take a lifestyle check at www.activefat.org.uk



Mental Health



Mind campaign Taking Care of Business: mental health at work

Mind today presents compelling new evidence that the recession has had a devastating effect on the wellbeing of British workers. The charity has found that since the recession 1 in 10 workers have sought support from their doctors and 7% have started taking antidepressants for stress and mental health problems directly caused by the pressures of recession on their workplace.

The findings, which launch Mind's campaign 'Taking Care of Business', coincide with new government statistics showing the biggest rise in antidepressant prescriptions ever, with a record 39.1 million issued in 2009, up from 35.9 million in 2008.

Find out more at the website:

http://www.mind.org.uk/news/3372_workers_turn_to_antidepressants_as_recession_takes_its_toll



Occupational Health



Free help to deal with the impact of employee ill health on your business

If you are a small business owner or manager, you will know the effect that employee ill health can have on productivity and staff morale. Without the knowledge or the resources to deal with what can be complex physical conditions or mental health problems such as stress and depression, where do you turn to for help?

The free NHS Plus 'Health for Work Adviceline' for small businesses (**0800 0 77 88 44**) gives you direct access to advice from occupational specialist practitioners about any health-related problem experienced by one of your employees that is causing you concern.

As an example, an employer recently called the adviceline about an employee who had shown signs of mental stress in the workplace over a period of months. The employee did not wish to reveal the reason for her distress, and despite a supportive attitude from the employer and colleagues, her frequent absences from work and obvious unhappiness were now impacting on her work performance.

The employer, who wishes her name to remain confidential due to the sensitive nature of the problem involved, says, "There's masses of information out there, but as a small business, I did not have the time to try and find a solution that I could implement quickly, efficiently and within a legal context. When I input 'stress at work' into the search engine it was a relief to discover that there was a free helpline dealing specifically with the individual concerns of small businesses like mine.

"I spoke to an experienced occupational nurse who was incredibly easy to talk to and whose advice was easy to follow and implement. She gave me an easy to follow action plan, providing me with a concise list of issues to consider and possible ways of resolving them, such as arranging an informal meeting in a neutral location. I was also given information on the necessary procedures I had to undertake in order to fulfil my obligations as an employer. These included a stress risk assessment and I was directed to the exact pages on relevant organisations' websites where I could download the correct form for this and other documents such as a formatted GP referral letter. After the call, a useful follow-up report and contact details for further advice was sent to me."

The employer was told that if the situation developed into a capability issue, then workplace adjustments could be made, including the assignment of support 'buddies', counselling options, and setting of goals such as a 12-week review, while maintaining regular lines of communication.

"To just be able to talk directly to someone with professional expertise was wonderful. I now have the confidence I need to go ahead and help our employee," the employer says.

More information can be found at www.health4work.nhs.uk

Training Opportunities



New National Certificate in Management of Health & Well-being at Work from EEF



Healthy staff really do work harder - Healthy workers are more productive than their unhealthy colleagues. People who are unwell either don't perform at their best, or they don't turn up for work at all. Reducing absence and boosting performance really is important right now. But where do you start? How can you be sure you're making a difference?

The Certificate in the Management of Health and Well-being at Work is the first recognised qualification of its kind. The course is over 5 days and is fully accredited by the National Examination Board for Occupational Safety and Health (NEBOSH). It is designed to give managers, supervisors and HR personnel the skills and knowledge to tackle health and well-being at work; achieving productivity gains, reducing absence and providing a better place to work.

Key Topics include:

- Identifying risks to health at work
- Learning how to manage sickness absence and implement a return to work programme
- Prevention and management of work related stress
- Management of people with musculoskeletal disorders
- Dealing with mental health at work.

The syllabus is based on recognised best practice in management of health in the workplace.

Course Fees

The fees for this 5 day course are:

EEF Members	£935.00 plus VAT
Non Members	£1100.00 plus VAT

Please enquire for 'In Company' course fees on 0117 906 4800

Please contact EEF Bristol for more information – 0117 906 4800 or visit the website: www.eef.org.uk
To receive an application form and make a reservation please email ionufryk@eef.org.uk

Regional Picture

Somerset Healthy Workplaces

North Somerset Council and PCT are working in partnership to support employers towards a healthier workplace.

The Go4Life program promotes:
Sustainable travel, encouraging physical activity, providing information and support to adopt healthier lifestyles, a smoke free environment and healthier eating.

For more information go to: Go4life@n-somerset.gov.uk



'Look after your Lungs' workplace initiative in Somerset

North Somerset PCT NHS Stop Smoking Services are working with building company Rok to help their staff quit smoking permanently.

Over 70 staff attended the first session with one employee being trained as a Smoking Cessation Advisor and to act as a mentor for her colleagues. The Rok staff are following a programme developed by the Roy Castle Lung Cancer Foundation called 'Look After Your Lungs'.

For more information see the article at:

<http://www.thisisbristol.co.uk/news/Helping-Ham-Green-staff-smoking/article-1782653-detail/article.html>

Solicitors at a South West law firm take water trial

Solicitors at a South West law firm will be subjected to their own trial as part of a healthy workplace initiative.

Seven members of staff at Coodes' St Austell office are taking part in the month-long experiment being run by Wadebridge and Plymouth based spring water company, H2O on the Go!

The project aims to test if drinking eight glasses of water per day does have a positive impact on business.



TUC Learning at Work Day

Health and well-being was high on the agenda as trade unions from across the South West took part in a range of activities to mark Learning At Work Day on May 20th.

All across the region union learning representatives organised events for their colleagues to encourage them to learn new skills.

And many of the skills were focused on improving their health whether that was healthy eating in a Dorset printworks, Somerset warehouse workers going scuba diving, or a group of South Gloucestershire teachers going ape in the Forest of Dean.

"We all like outdoor activities and thought this would be good for team building and a good way to get fit" explained ATL member Angela Knight.

"Many of us are scared of heights, so it was a real challenge to get up in the trees and jump off a platform on a zip wire. We had a few tears on the way and some of us are battered and bruised, but we overcame our fears and everyone came up to me and said they were glad they had done it."



ATL member Angela Knight enjoys the activity
Photo by Clint Randall @ Pixel Photography

Meanwhile, in Chippenham, PCS member Jo Bates had organised a salsa dancing event.

"I love it," she said. "Dancing is good for your health and it's good for your well-being."

Other, less active, events throughout the South West included sessions on brass rubbing, napkin folding, languages, composting, African drumming and dog psychology.

"It was a great success and a lot of fun," concluded Helen Cole. "But there is a serious message underlying the event, and that is that learning can benefit everyone: it can help individuals become more employable and can help employers maintain a happy, healthy and motivated workforce."

Regional Case Studies

UKRD

People Really Are Our Most Valuable Asset!

In January of 2010, UKRD Group Limited was accredited as being one of the Sunday Times Top 100 Best Small Companies to Work For. Delivering such a recognition in one site is challenging enough; doing it across fifteen geographically spread radio stations is somewhat harder! An anonymous survey undertaken by Best Companies on behalf of The Sunday Times, it involves every member of the team at the business.

Of course, it's helpful working in an exciting and dynamic industry. It's media, so it's unlikely to be dull. But, all that said and recognised, it is still a work place. We still have to deliver a return to our investors and we still face all the usual tough and difficult decisions businesses have to make. Indeed, in the advertising market, it's been harder than many can recall for a good few years. And yet, in spite of the challenges and difficulties, UKRD has still managed a 27th placement in a Sunday Times Top 100 List. Why?

Quite simply, our people. I often hear about how important people are and executives can drone on and on about it. The real challenge though, is to reflect that view in reality, and not just in the mission statement! To ensure that is the case, we operate our business against a set of six core values – honest, open, fair, professional, fun and unconventional. We don't have a mission statement as such, just a set of clear values and behaviours against which we are all, including me, judged.

The results of this approach, supported by workshops, away days and residential personal development courses, is a fully involved, constructively critical and challenging group of teams and individuals, who are readily given licence to question and take risks, without fear of reprimand were failure to occur. This is a tough culture, especially for managers. But it is my view that the more information you share as a company, the greater the level of autonomy you provide and the higher the level of permission you grant to try new stuff and test and challenge the norm, the stronger the level of commitment you get from your teams. Quite simply, our culture sits at the heart of what we do and if we get it right, I believe everything else will follow. You don't need to have a target as a be all and end all. You just need great people capable of rising to and beyond any suggestion of what the norm might be.

Real and meaningful engagement is key, not just the flim flam of wordy corporate intentions. The only thing that can really make the difference is, strangely enough, the people. So why not let them?



William Rogers
Chief Executive Officer, UKRD

Clinton Devon Estates

Clinton Devon Estates, the company that manages 25,000 acres of Devon countryside has been named by the Sunday Times as the 11th best small organisation in the UK to work for and ranked first for its commitment to the environment. It follows a three star accreditation from Best Companies earlier this year which placed the Estates in the top 50 small businesses nationwide.

With a staff of just 61 people, Clinton Devon Estates is responsible for 15,000 acres of designated Area of Outstanding Natural Beauty (AONB), including the East Devon Pebblebed Heaths. It also sustainably manages land and forests on the Rolle and Beer Estates in East Devon and the Heanton Estate in North Devon. As well as land management, Clinton Devon Estates provides homes for local people in 400 Estate properties, owns and manages four business parks, plus a range of commercial property across the county. The Estates' new headquarters, located in East Devon near Budleigh Salterton, have won awards for sustainability and energy efficiency.

Each year Best Companies and the Sunday Times celebrate the best small, mid-size and big workplaces in the UK. Employees from participating organisations are surveyed based on a rigorous methodology. The results reveal that fifteen of the 61 Estate employees have been with the organisation for more than 15 years, and many of them can boast more than 30 years of service. 87% say they love working for the organisation and 83% say the company makes a positive difference to the world we live in. Staff firmly believe that Clinton Devon Estates works hard to protect the environment. At 94% it was the best result of all the companies questioned in the survey.

John Varley, the Estates Director for Clinton Devon Estates congratulated his team on their achievement; "We are a relatively small team and each member has a vital role and an important voice in the smooth and effective running of such a complex business. Their commitment, dedication and understanding is what creates the positive environment within which we can thrive".

Farms Manager George Perrott has worked for Clinton Devon Estates for 12 years. He said; "For me it's like working for a large, well-oiled organisation but with all the benefits of working for a small, friendly family business. Everyone has a voice here, from the grass roots to the boardroom. As a manager I make sure all my staff can share their views and ideas because we're all experts in our own area." He added; "With fresh air, stunning scenery and a job with a real purpose and reward, it's really not difficult to go to work every day!"



Graham Vanstone picks up the award on behalf of Clinton Devon Estates



Dates for your diary...

June	Everyman Male Cancer Awareness Month Raising awareness events across the UK.
10th June	South West Awards for Excellence Garden Party Business in the Community will be celebrating their Awards for Excellence winners at a Garden Party at Leigh Court, Abbots Leigh, Bristol. Key note speech from Jonathon Porrit of Forum for the Future.
15th June	ACAS event: Recruitment and selection How to find and appoint the right employee. Training suitable for delegates with little or no human resources expertise. Lyngford House Conference Centre, Taunton, 9.30am to 1pm. Price: £95 + VAT.
13-20th June	Green Transport Week To raise awareness of the impact travel has on the environment. A number of events planned to promote green transport, such as cycling and walking to work/school.
13-20th June	Diabetes Week Aims to dispel some of the myths around diabetes and raise awareness of healthy lifestyle. To get involved in Diabetes Week please visit www.diabetes.org.uk/diabetesweek
14-20th June	Men's Health Week Aims to encourage more men to become more physically active, to improve male participation in sport and to develop the potential of sports settings for delivering health services to men.
23rd June	How to win business - before and beyond 2012 A FREE event to learn how your business can capitalise on the London 2012 Games. The Guildhall, High Street, Bath, 09:15 - 14:00.
24th June	ACAS event: Having difficult conversations Practical expert led training on how to handle difficult conversations in the workplace. Training suitable for new or inexperienced managers, MDs of smaller organisations, supervisors and managers who wish to refresh their skills in a safe environment. Alexandra House, Swindon, 9.30am to 4pm. Price: £345 + VAT
25th June	Promoting Mental Health and Wellbeing through the Workplace A Peninsula Teaching Public Health Network CPD event hosted by NHS Cornwall & IoS, Public Health Department. University of Plymouth, 10am-3pm. Visit www.ptphn.org.uk to book your place.
30th June	ACAS event: Managing redundancy This event will be delivered by a Senior Adviser from Acas who has practical experience of working with organisations going through the redundancy process. Alexandra House, Swindon, 9.30am to 1pm. Price: £95 + vat
7th July	Understanding Immigration Regulations To inform employers about the implications of recent changes to immigration policy. Exeter Racecourse, Kennford, Exeter, 09:30 - 14:00 Cost: Public and Private bodies: £20 per delegate. Voluntary & Community organisations: Free. (Please note: £10 charge for non-attendance).
9th July	Business in the Community Give & Gain Day The UK's largest day of action for employee volunteers. The day mobilises employees to volunteer their expertise and time during work hours.
13th August	Work and Wellbeing Conference Improve your business by supporting staff well-being. Roland Levinsky Building, University of Plymouth, 09:30-15:30. See www.plymouth.ac.uk
20th Sept	Refocus on Recovery 2010 Conference presenting international mental health recovery research. Euston Road, London. Visit www.researchintorecovery.com/welcome.html for more information.
26th Sept	World Heart Day: World Heart Federation Aims to inform people around the world that heart disease and stroke are the world's leading cause of death. Find out more at www.worldheartday.com

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

