

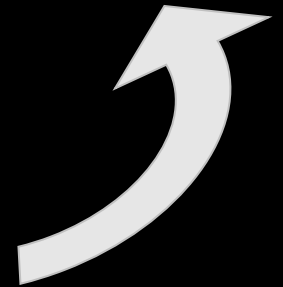
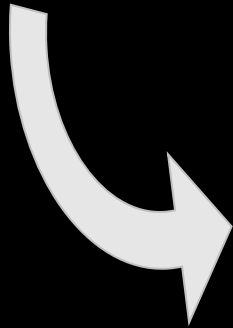
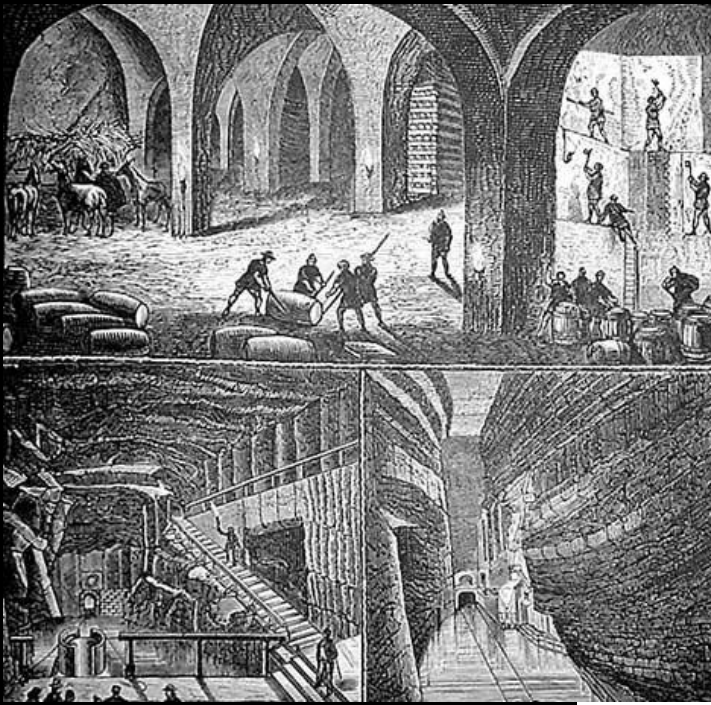


# Healthy Working Lives

## Employee Health, Safety & Wellbeing

**John Brennan**

Senior Health Promotion Specialist/  
Healthy Working Lives Adviser  
NHS Lothian



# Short term absence: causes

1. **Minor illness (for example colds/ flu, stomach upsets, headaches and migraines)**
2. **Stress**
3. **Musculoskeletal injuries (for example neck strains and repetitive strain injury, but excluding back pain)**
4. **Back pain**
5. **Recurring medical conditions (for example asthma, angina and allergies)**
6. **Home/family responsibilities**
7. **Mental ill-health (for example clinical depression and anxiety)**

# Long term absence: Causes

## Manual workers

1. **Musculoskeletal injuries**
2. **Acute medical conditions (for example stroke, heart attack and cancer)**
3. **Stress Mental ill-health (for example clinical depression and anxiety)**
4. **Back pain**
5. **Injuries/accidents not related to work**
6. **Recurring medical conditions (for example asthma, angina and allergies)**
7. **Work-related injuries/accidents**

## Non-manual workers

1. **Stress**
2. **Acute medical conditions (for example stroke, heart attack and cancer)**
3. **Mental ill-health (for example clinical depression and anxiety)**
4. **Musculoskeletal injuries (for example neck strains and repetitive strain injury, but excluding back pain)**
5. **Back pain**
6. **Recurring medical conditions (for example asthma, angina and allergies)**
7. **Injuries/accidents not related to work**

# Principles behind Healthy Working Lives

## Healthier workforces are more productive

...being recognised as an employer that takes the health and well-being of employees seriously reflects positively on the reputation and culture of any organisation.

engaged

cared for

# What's Healthy Working Lives?

## ***Advice***

### ***Website***

[www.healthyworkinglives.com](http://www.healthyworkinglives.com)

### ***Advice Line***

Free national adviceline

**0800 019 2211**

## ***Support***

Healthy Working lives Advisers and  
Health & Safety Advisers (SME's)

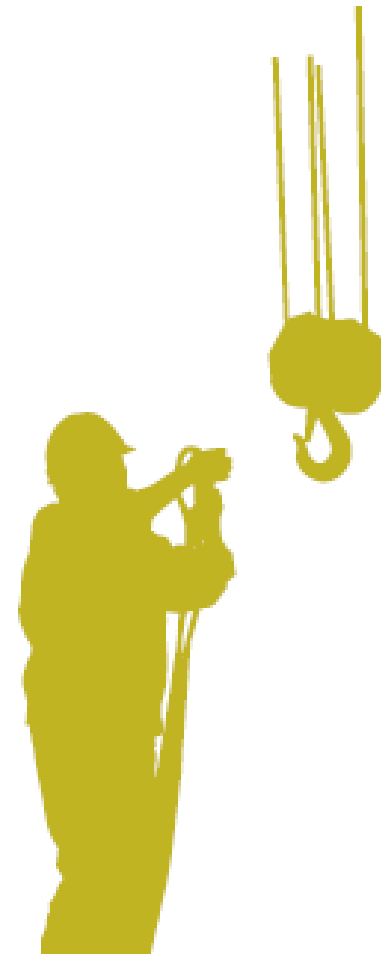
## ***Award Programme***

The Award Programme supports employers and employees to develop health promotion and safety themes in the workplace in a practical, logical way, that's beneficial to all

# Some free health and safety support to get your business in better shape.



- ✿ Website and Freephone advice
- ✿ Health needs assessment
- ✿ Expert, dedicated advisers
- ✿ Tailored action plans and policy resource packs



# Going for Healthy Working Lives

**At *company name here* we aim to do all that we can to protect and improve the health of our workforce. That's why we've signed up to the Healthy Working Lives Award Programme.**

The programme is designed to help us better understand your health promotion and safety needs and address these themes in a practical, logical way. Going for a Healthy Working Lives Award sends an important signal to customers, clients, employees and potential recruits alike. Together, we can all reap the rewards of a healthier and safer workforce.

Look out for more information on Healthy Working Lives and ways that you can get involved.



[www.healthyworkinglives.com](http://www.healthyworkinglives.com)  
**Adviceline 0800 019 2211**



# Congratulations on Bronze. Now let's stay healthy

**Advisers from Healthy Working Lives have carried out their assessment and we are delighted to announce that *company name here* has successfully achieved the Bronze Award. Well done!**

When there's a healthier, safer working environment, everyone wins.

Now let's make sure we keep it up and stay healthy.

It's something we can all play a part in - so look out for more information on Healthy Working Lives and ways that you can get involved.

[www.healthyworkinglives.com](http://www.healthyworkinglives.com)  
Adviceline 0800 019 2211

# Well done. We've won gold. Now let's stay safe and healthy.

**Congratulations, *company name here* has been given the Gold Award by Healthy Working Lives.**

That means we've successfully worked through all three levels of the Award Programme from Bronze to Silver and now Gold.

It shows that promoting Healthy Working Lives is an important part of the way we work. And it means we are part of an elite group of organisations who have achieved this highest accolade. So well done everyone.

The three-year strategy prepared as part of the *Award* means we'll carry on making this a healthier, safer place to work.

[www.healthyworkinglives.com](http://www.healthyworkinglives.com)  
Adviceline 0800 019 2211





Enter Keywords... Search



Home About / News / Events / Advice / The Award / Resources / Contacts

### Welcome to the Scottish Centre for Healthy Working Lives

We're here to help employers create a safer, healthier and more motivated workforce. We work with all kinds of businesses, completely free of charge, offering practical information and advice to help improve health and safety and the wellbeing of everyone at work.

A healthier workforce really does make for a healthier business. Our website is full of practical advice, guides and tools to help with every aspect of health, safety and wellbeing in the workplace.

Follow @NHS\_HWL

Our Health Risks at Work initiative provides practical information to help you identify and manage common health risks in your workplace.

#### Find advice on

- Legislation and policy
- Hazards in the workplace
- Health risks at work
- Equipment and working safely
- Promoting health at work

View all advice

#### Adviceline

If you'd rather talk directly to us, then call our free Adviceline for a confidential chat on a wide range of workplace health issues.

0800 019 2211

Adviceline opens:

9am - 5pm Mon - Thurs

9am - 4.30pm Fri

Alternatively, send a question or request a call back using our [contact form](#).



#### Workplace visits and Events

Our network of Healthy Working Lives advisers can visit your workplace to offer guidance on common workplace health issues.

From health and safety training to health promotion, we offer a wide range of free [events](#) throughout Scotland.



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[View all advice](#)

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# Events

Find events in your area. From health and safety training to health promotion, there's a wide range of events available throughout Scotland. [Subscribe to our bi-monthly e-bulletin](#) for the latest news and events.



About 7 results

12/02/2014 Lothian  
**[National - Mentally Healthy Workplace Training Blended](#)**

Edinburgh  
The Mentally Healthy Workplace training programme has been developed by the Scottish Centre for Healthy Working Lives. This course is delivered through blended learning and before attending this date you must complete the Mentally Healthy Workplaces online course.

19/02/2014 Lothian  
**[Fire Safety Awareness and An Introduction to Fire Risk Assessment \(optional workshop\)](#)**

Edinburgh  
This is a basic level course to increase participants' awareness and understanding of fire safety in low risk premises. Please note this course is available to SMEs. The workshop will focus on- Main requirements of Fire Safety Legislation - Typical workplace fire hazards - Advice on fire prevention and fire safety measures - Actions that should be taken if a fire occurs - How to get help and support An Introduction to Fire Risk Assessment (optional workshop) This workshop will focus on- Basic principles of fire risk assessment process as outlined in HWL Fire Safety Risk Assessment pack - Providing practical guidance to help you apply fire risk assessment principles, record your findings and plan actions

26/02/2014

Lothian

### [National - Alcohol and Drugs Training for Managers \(Blended\)](#)

Edinburgh

The sessions will enable employers and managers to create a greater awareness around alcohol and drugs in their workplace and provide them with the knowledge and skills to deal with issues as they arise. The sessions are delivered by Alcohol Focus Scotland trainers and co-ordinated by the Healthy Working Lives team.

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12/03/2014

Lothian

### [National - Mentally Healthy Workplace Training Blended](#)

Edinburgh

The Mentally Healthy Workplace training programme has been developed by the Scottish Centre for Healthy Working Lives. This course is delivered through blended learning and before attending this date you must complete the Mentally Healthy Workplaces online course.

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13/03/2014

Lothian

### [Invitation to Conference - Workplace Health, Challenges for the Future](#)

Edinburgh

Within 20 years, nearly a quarter of the UK population will be aged 65 or over. The mini conference will highlight some key aspects of this issue and allow us to begin to explore how we face the challenges as well as capitalising on the skills and experience of an ageing workforce.

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26/03/2014

Lothian

### [Supporting Staff Attendance \(for small businesses\)](#)

Edinburgh

This workshop aims to provide delegates with an introduction to supporting staff attendance, development and implementation of policy and managing return to work. The session is suitable for individuals who have responsibility for line management of staff within small businesses and who are interested in supporting staff attendance more effectively (please note available only to small businesses employing less than 250 employees).

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27/03/2014

Lothian

### [Jog Scotland jog leader course for SMEs](#)

Edinburgh

Encouraging workplace to be more active makes good business sense - both for employers and employees. The Lothian workplace team is holding a jog leader course for staff from companies with 250 or less employees interested in establishing jogging groups in the workplace.

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# Workplace Health Challenges for the Future

Within 20 years, nearly a quarter of the UK population will be aged 65 or over. Employers will be expected to respond to this demographic shift by making work more attractive and feasible for older workers, enabling them to work up to and beyond State Pension Age.

Policies to extend working lives will require changes to working practices, job design and cultural attitudes if they are to succeed. This conference will highlight some key aspects of this debate and allow us to begin to explore how we face the challenges as well as capitalise on the skills and experience of an ageing workforce.



Chair

**Prof. Alison McCallum:** Director of Public Health, NHS Lothian

Speakers

**Sir Andrew Cubie, CBE, FRSE:** Can we create a healthy workforce of all ages? How an ageing population increases the need for healthy working lives.

**Terry Anderson:** STUC Union & Community Development Officer: "Representing and Supporting Older Workers"

**Gerry McFeely:** Project Manager Working Health Services Lothian: "Vocational rehabilitation for the older worker: do they have the same needs as the younger worker?"

**Carol Fox:** Director, Fox and Partners. Specialist Law Firm: Employment Law: No discrimination here - valuing older employees'.

**13 March 3pm - 6pm Waverley Gate, Waterloo Place, Edinburgh**  
The Annual Healthy Working Lives Award Ceremony will be incorporated into the conference

**RSVP by Friday 21<sup>st</sup> February**

To Kerryann Little: NHS Lothian Health Promotion Service

Phone: 0131 537 9329

Email: [Kerryann.Little@nhslothian.scot.nhs.uk](mailto:Kerryann.Little@nhslothian.scot.nhs.uk)

# Benefits of Getting Involved

Enhancing your reputation

increasing your profile

Reduce costs of  
sickness absence

Improved  
attendance

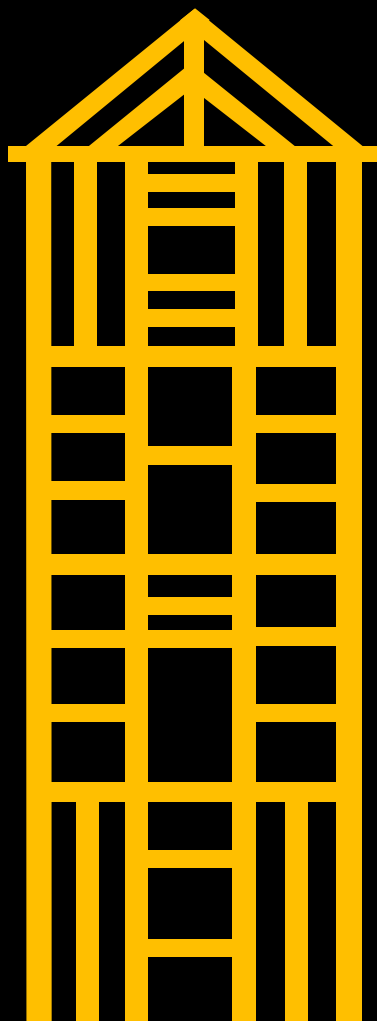
Reduced accidents  
and work-related ill  
health

A healthier, more  
motivated and  
productive workforce

Controlling  
insurance  
costs

Contribute to the health of the wider community

Thank You





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