



01 OCCUPATIONAL HEALTH AND WELLBEING



The second year of Powering Improvement focuses on occupational health and wellbeing with the intention to bring about a sustainable reduction in the numbers of work related ill health incidents.

In the UK:

2 Million people suffer from work related ill health

2.65 Million people claim incapacity benefit

40 Million working days lost each year

The direct cost of absence to our business is £ (*insert business cost*)

An employee off work for 6 months has a 50% chance of returning to work, after 1 year the chances of returning are 25% and by 2 years chances of returning are practically zero.

Costs of absence can be worked out in a number of ways, depending on the size of your business and records held you may want to consider:

- Multiply the average salary of workforce by the exact number of FTE days lost,
- Comparing days lost against similar sector in recent CBI absence surveys and utilising their costings,
- taking the average no. of days lost per month and multiplying against average salary.

02 COMMITMENTS



Occupational Health & Wellbeing Commitments:

1. To discuss and clarify at board level the commitment to successfully manage occupational health risks
2. To identify the top three health risks and ensure they are being effectively addressed
3. To ensure that health surveillance & fitness for work assessments are being delivered to national and legislative standards
4. To review approaches to the management of stress and identify opportunities for improvement
5. To develop policies for the rehabilitation of individuals back into the workplace and consider a fast track physiotherapy approach to the management of MSDs
6. To raise awareness of the importance of workforce involvement, specifically health and safety representatives and other worker's representatives, in the management of Occupational Health and support them in carrying out health related activities to support the delivery throughout the year.

The Powering Improvement Strategy

Three Overarching themes: leadership, worker involvement, & improving competence.

Annual themes:

2010 Leadership

2011 Occupational Health / Wellbeing

2012 Asset management / maintenance

2013 Behavioural safety / personal responsibility

2014 Beyond 2015 – next steps

- All ENA and AEP companies have formally signed up to the aims of the strategy

- Trade Unions have committed to the strategy

- HSE support for the strategy

- Champions agreed for 2011 are John Crackett (MD, Central Networks) and Jane Willis (Policy Director, HSE)

03 BENEFITS OF WORKPLACE HEALTH & WELLBEING PROGRAMMES



An effective programme of Health and Wellbeing aims to deliver sustainable improvements in sustainability, business performance, individual performance and personal health and wellbeing

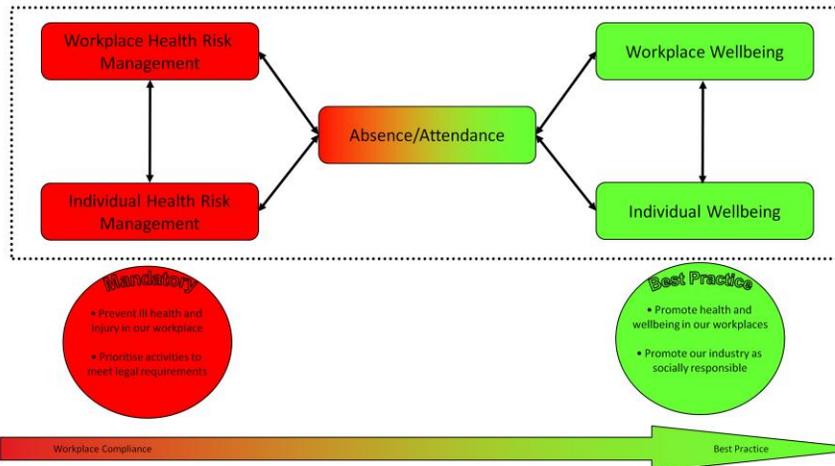
Benefits can include:

- Reduction in absence
- Improvement in productivity
- Reduction in insurance costs
- Enhanced business reputation
- A healthier, more motivated workforce

04 SO HOW DO WE BRING ALL THIS TOGETHER?



Health Management



The management of health within business can range from basic legal compliance (Red area) to investment in the health of the workforce through best practice proactive wellbeing programmes (Green area). Recent studies have demonstrated the business benefits of moving from mandatory compliance towards the provision of wellbeing programmes. A Price Waterhouse Cooper study demonstrated a return on investment of £4.17 for every £1 when following the delivery of workplace wellbeing programmes (moving from Red to Green on the above model).

It is clear however that failure to address ill health results in significant costs to business. Estimates vary but the CBI quote that on average ill health costs each business £600 per employee per year. Long term absence contributes to up to 75% of absence costs (CIPD) demonstrating the value of early intervention in cases of ill health. When developing health management programmes the aspirations of the leadership of the organisation must be consistent and clear.

An integrated approach to the management of the health and wellbeing of employees has been developed by the ENA Occupational Health Committee. A Health and Wellbeing Framework provides the basis for the assessment of risks to health in the workplace, leading to a programme of continuous improvement in health performance. A set of agreed protocols provides guidance covering the requirements for minimum legal compliance through to the application of best practice procedures. Further clarification of the individual elements of the model can be found on the next slide.

05 HEALTH AND WELLBEING MANAGEMENT FRAMEWORK



Health and Wellbeing Programme Management				
Clear Expectations Quantified risks & Improvement plans Ownership and delivery of plans				
Performance measurement Review and improvement				
Workplace Health Risk Management	Individual Health Risk Management	Absence/Attendance Management	Workplace Wellbeing	Individual Wellbeing
Workplace risk to the health of employees must be minimised by identifying, evaluating and controlling potential health risks. Together with periodic exposure monitoring, health surveillance should be carried out for employees who are potentially exposed to risk to ensure that controls continue to be effective.	The health of individuals must be safeguarded at all times by a robust health risk management programme. The programme must achieve compliance with statutory obligations and medical standards by delivering health assessments aligned to specific job roles. Health and medical surveillance procedures will identify, evaluate and control potential exposure to health hazards.	The management of absence and attendance is critical to the success of organisations; any measures that employers can put in place to encourage reliable attendance will play an important part in reducing their operating costs and increasing efficiency and productivity. It is therefore important for employers to adopt and implement an effective attendance management policy and associated procedures.	Workplace wellbeing incorporates aspects of workplace and individual health risk management. Processes, operating conditions, working practices and health and well-being programmes can contribute to a positive workplace environment. Employers should strive to exceed minimum requirements, in order to demonstrate commitment to the health and well-being of employees and improve productivity.	Individuals have a fundamental personal responsibility to maintain their own health and wellbeing. A number of lifestyle factors are known to impact on individual wellbeing such as alcohol abuse, lack of exercise, poor diet, sleep deprivation and stress. Employees should take the opportunity to participate in health initiatives, lifestyle assessments, and fitness programmes.



A copy of this framework can be found on the ENA website.

Points for discussion:

- Where do we currently sit on the above model? What works well, what areas can we develop?
- What are we trying to achieve?
- What resources are available?
- What support do we require to help us achieve our aspirations?
- How can we engage & involve our workforce in moving towards best practice?