



Public Health  
England

# What works with workplaces – Partnering with employers to improve the health of working adults

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LGA / ADPH Conference 2017

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# Introduction

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# What a difference 50 years makes?

## Workplace health



London Transport  
Workers Study  
(1947-52)

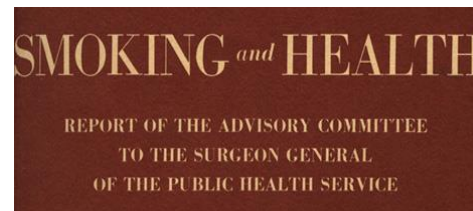


Health Survey  
of Male Civil  
Servants  
(1967-77)

## Smoking and health



First British doctors  
Study (1951-56)



Smoking and  
Health: Report of  
the US Surgeon  
General (1964)

# Ill-health impacts on the working population

**1 in 4**  
of UK employees  
reported having a  
**physical health  
condition**

**1 in 5**  
of those employees with  
**physical health conditions,**  
also reported  
having a **mental health condition**

**1 in 3**  
of current UK  
employees have a  
**long-term  
health condition**



**1 in 8**  
of current employees  
reported having a  
**mental health condition**



**1 in 10**  
employees  
reported having  
**musculoskeletal conditions**



**42%**  
of employees with a **health  
condition** felt their condition

**affected their work 'a great  
deal' or 'to some extent'**



Employees with mental and physical health comorbidity were much  
**more likely to see  
their health as  
affecting work**

**29%**  
were affected 'a great deal'  
compared to

**13%**  
of those with a  
**physical condition only**  
and

**15%**  
of those with a **mental health  
condition only**

Sources: Health and wellbeing at work: a survey of employees, 2014; Labour Force Survey, 2012

# How ill-health impacts on workplaces

**131m**  
working days are lost  
to sickness absence every year

**4.4 days**  
are lost on average for  
each worker  
due to sickness absence



**42%** of employees  
experience at least one period of  
sickness absence in a year

**7%** of employees  
take periods of sickness absence  
lasting 2 weeks or more

## Main causes for lost working days in 2013

Musculoskeletal conditions



**31m days**

Minor illnesses (coughs and colds)



**27m days**

Stress, anxiety or depression



**15m days**

**Costs of  
presenteeism**  
(attending work while ill)  
are estimated to be  
**£30bn**  
annually



Employers spend  
**£9bn** each year  
on sick pay and associated costs

**Percentage of  
hours lost to  
sickness in 2013**

Private sector	Public sector
<b>1.8%</b>	<b>2.9%</b>

**1 in 3**

of employees with a long term  
health condition have  
**not discussed it  
with their employer**



**52%**  
of employees  
report having **access to  
occupational health**  
through their work.

**39%** report having  
**access to  
independent  
counselling**

# Supporting healthy & safe workplaces

## Health & Safety

Legislation

Health & Safety Executive

Public reporting of accidents/injuries

Significant year on year reduction in occupational injury & mortality

## Public sector exemplar

NHS 1.3m employees

Quality improvement programme on staff health & wellbeing

Civil Service 600,000 employees

Permanent secretary champion, cross-Civil Service action plan

## Healthy Workplaces

Voluntary approach

Supporting leadership and recognition of the business case  
(e.g. Local Enterprise Partnership briefing)

Employer-led action  
(e.g. BITC Ageing in the Workplace programme)

Local government-led accreditation schemes  
(e.g. Workplace Wellbeing Charters)

Employer toolkits by business for business  
(e.g. PHE / BitC toolkits)

Strategic partnerships  
(e.g. PHE Strategic Partnership on health and work, Health and Work Academic Network)

Promoting public discussion  
(e.g. PHE/ Work Foundation Infographics)



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# What businesses want – An employers perspective

Andy Browne

Head of Sustainability, Anglian Water Services

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# Health and safety – progressing to wellbeing

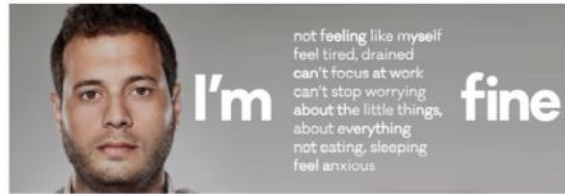


MEASURE AND TARGET	2015/16	2014/15	2013/14
Category 1 incidents - ≤10	7	4	11
The number of accidents and very serious near misses that resulted or could have resulted in death, major multiple fractures, amputation or permanent disability. This year, we had no category 1 injuries.			
Accident frequency rate - 0.18	0.11	0.16	0.21
The number of reportable accidents in every 100,000 hours worked. Our AFR includes data from our own employees and our contractors.			
Sick absence - 4.5 days	4.26	4.79	4.96
The average number of working days lost per employee due to sickness.			





# Creating an open culture and focusing on mental wellbeing



A survey, commissioned by the Mental Health Foundation showed that the average adult states that they are 'fine' up to 14 times a day but that only 19% really mean it. Almost a third of those surveyed said they often lie about how they are feeling to other people, while 1 in 10 went as far as to say they always lie about their emotional state. The survey also found that men are more than twice as likely to be dishonest to others when it comes to their emotions, with 22% admitting they always lie about how they are feeling. Not only are men far less likely than women to seek professional support, they are also less likely to disclose a mental health problem to friends and family.

## Break the stigma

It's time to transform the way we think and act about mental health. On this page you will find valuable insight and information on identifying, supporting and understanding mental health concerns and how you can help promote a healthy mind.

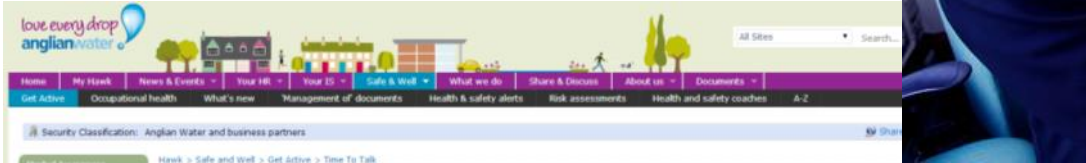
The stigma and discrimination around mental health is continuing to receive increasing attention across the world because of its devastating impact on individuals, communities and society. It's a topic firmly on the government's agenda for 2017 and for our business.

Being open about mental health can break down the stigma surrounding it. And we can create an

## Signs of Mental Ill Health

Recognising the signs of mental ill health is the first step to

Mental signs	Physical signs
Poor concentration	Sweating
Reduced energy / fatigue	Headaches
Change in appetite	Muscle pain and tension
Sleeping too much or too little	Stomach problems



## Time to talk



Please join us on the 2 February to talk about mental health using #timetotalk.

Time to Talk is a national campaign which encourages people across the UK to open up about mental health. Many people with mental health concerns are made to feel isolated and ashamed by other's reactions, which is why this year's theme 'conversations change lives' focusses on changing the way we think and act about mental health through positive conversation.

### Breaking the silence

Talking about mental health doesn't need to be difficult. It's as simple as going for a walk, making time for a cup of tea, picking up the phone or sending a text message. Being open about mental health and ready to listen can make a positive difference to someone's life. And it's important to remember it can happen to any of us at any time.

## Time To Talk Video



# Working with BiTC

## BITC WORKWELL MODEL

An integrated strategic approach



mobilising business for good

- Business Benefits
- Employee actions recommended by Foresight Mental Capital Reports
- Employer actions recommended by BITC

\*\* Using good work criteria defined by Coats and Lohki (September 2008)

BUSINESS IN THE COMMUNITY

THE PRINCE'S RESPONSIBLE BUSINESS NETWORK

## Mental Health at Work Report 2016

Executive summary, call to action and recommendations

Workplace mental health is a collective responsibility. 3 in 4 employees have experienced symptoms of poor mental health. A pervasive culture of silence. We all have mental health. Elevate mental health on a parity with physical health. Duty of care to mental and physical health. A leadership disconnect. Line managers see employee wellbeing as their responsibility. A disconnect between good will and capability. Line managers need training. Reasonable adjustments. Work can support recovery. *Talk, train and take action.*

It is time for a new partnership in mental health between employers and employees.

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**YouGov**  
What the world thinks



In association with  
**Public Health England**

Your journey to a workplace that leads on good mental health starts here

Department for Work & Pensions

Department of Health

## 1 Talk

Break the culture of silence that surrounds mental health by taking the Time to Change Employer's Pledge

## 2 Train

Invest in basic mental health literacy for all employees and first aid training in mental health to support line manager capability

## 3 Take action

close the gap by asking all staff about their experiences in order to identify the disconnects that exist in the organisation between what you have committed to and what your employees are experiencing

## Improving Lives

The Work, Health and Disability Green Paper

Presented to Parliament by the Secretary of State for Work and Pensions and the Secretary of State for Health by Command of Her Majesty October 2016

Cm 9342



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# What works to engage employers – A local PH perspective

Chris Shaw

Head of Health Improvement, Sheffield City Council

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# Learning from Sheffield/ Sheffield City Region

- Health not always a major concern in business but with exceptions
- Health is just part of a complex ( sometimes competing ) overall 'ask and offer' from LA's/ Public Sector
- Preventing, and dealing with, health impacts on their businesses are related. The recent work and health Green Paper + specifically Group Income Protection products recognise this

# Learning from Sheffield/ Sheffield City Region

- 'Businesses' is not a homogenous grouping
- Neither is 'health'
- Growth in LTC's and ageing workforce has started to impact on how organisations view health ( risks, responses, implications, procedures )
- Policy wise this a busy space- Work and Health Unit, Green Paper, various trials , etc.
- Personalised offer

# Learning from Sheffield/ Sheffield City Region

- Communicate - ask potential customers what they want
- Collaborate- work with other colleagues in economic development / skills/ LEP / other authorities
- Integrate - Make the offer easy to understand,





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**Thank you**