

Health Promotion Workplace Team Annual Report

2016 – 2017

Fife Health and Social Care Partnership

Health Promotion Workplace Team

Links to Fife Health and Social Care Partnership Outcomes



Health Promotion Workplace Team

Cycle of Support for Workplaces

Provide guidance on the next steps to further develop a healthy and safe business.

SCHWL
Website/Advice Line/National Tools/
Database management/Award
management
Health Scotland
Workforce Development/Marketing.

Local partners' promotion
of, and signposting to,
Fife team and HWL.

Impact on the organisations that ultimately result in benefits to the bottom line. Organisations are identifying the impact the actions are having on the business through employee engagement, motivation, performance, attendance rates and causes, turnover, incident rates.

Engage with employers and provide a range of services. Include ongoing re-engagement with other services to continue the cycle and business development.

Disengagement can happen at any point. Re-engagement is achieved through one to one contact, relationships and local rapport.

Marketing and engagement
Networking
Partnership.

Changes to policies and procedures will impact on the behaviours of managers within the workplace and on employees.

Services impact on policies and procedures developed and implemented in the organisation.

Needs assessments to identify gaps and areas for improvement.
Signpost to training to develop those areas.

Continue personal contact; be a source of motivation; provide support and reasons behind the benefits of change; professional advice; support to suit the sector and business type. Provision of signposting, training and resource links through the local area.

*Workplace Team Fife: Health, Safety and Wellbeing Model
Adapted from the strategic logic model and outcomes-focused
framework for Healthy Working Lives (Health Scotland 2013)
Based on the Theory of Change Model*

Health Promotion Workplace Team

About us

FHSCP
outcome
1

@hwlfife



Workplace has been identified as a key area for the improvement of health, safety and wellbeing. Good work is important to reducing health inequalities that, in Scotland, are widest for people of working age. Working with employers will be essential in achieving national health & wellbeing outcomes.

The Workplace Team is responsible for locally implementing workplace strategies and activities within public, private and third sector organisations across Fife.

The objectives of the team are to:

- ✓ Support the local health, safety and wellbeing needs of Fife workplaces
- ✓ Work in partnership to develop and deliver innovative workplace interventions
- ✓ Develop and increase the competency, capacity and sustainability of health, safety and wellbeing within Fife workplaces
- ✓ Deliver Healthy Working Lives services

Over 50
workplaces
have engaged
with our
services

Supported 36
workplaces to
develop safe
systems of
work

239 workplaces
subscribe to the
team
newsletter

170 delegates
attended
workplace
training &
events

Health Promotion Workplace Team

Healthy Working Lives services

FHSCP
outcome
1

The team has met and exceeded the reduced Key Performance Indicators (KPI) set by Health Scotland despite challenging funding changes in 2016/17.

HWL training includes courses to support workplaces achieve the HWL Award. These include Alcohol and Drugs for Managers and Mentally Healthy workplace Training for Managers.

HWL services
were accessed
by 322
workplaces

Assisting the
development of
38 policies

Supported 48
delegates
through HWL
training

Supporting 33
workplaces
with the HWL
award



**Healthy
Working
Lives**

Health Promotion Workplace Team

Meeting the needs of local workplaces in Fife



Health Promotion Workplace Team

Celebrating 'Good Work' event

FHSCP
outcomes
1, 2, & 5

'Very interesting to see what other organisations are doing to support health and wellbeing in the workplace'



#hwlfifeawards

'Thoroughly enjoyed the event and felt I left with lots of good ideas that might work in our organisation!'

The Celebrating Good Work Event took place during Fife Business Week. The event was opened by Dr. Margaret Hannah, Director of Public Health, NHS Fife. Participants had the opportunity to network, share good practice and listen to presentations from three workplaces to celebrate their achievements. The event was also used to present the Healthy Working Lives Awards 2015/16 and certificates to those who had completed the REHIS course through the Health Promotion Training Programme 2015/16.

22
workplaces
attended

10 HWL
awards
presented

61 delegates
attended

Health Promotion Workplace Team

Celebrating 'Good Work' Event – Sharing Good Practice

University of St. Andrews

The University of St Andrews presented an inspiring review of their journey through HWL bronze and silver award. Key pieces of work which caught organisations attention were the newly developed 'Passport to Health' and the WWOW (Wee Walk Once a Week) initially inspired by the Paths for all Step Count Challenge.



NHS Fife

NHS Fife provided a presentation, and a short clip, of the NHS Fife Choir 'Healthy Harmonies'. The staff choir's main objective is to promote positive well-being and self confidence through music and song. The Choir has held 4 concerts and performed to a sell out crowd at the 2016 Edinburgh Fringe Festival.

NGL Plant Mossmorran

NGL Plant Mossmorran delivered an overview of the activities which contributed to the achievement of the HWL Gold award. They have been able to measure an improvement in staff health, for example; a reduction in blood pressure, weight and cholesterol levels and an increase in attendance at health fairs and health checks.



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Fife Employ with Confidence Event

'Fantastic opportunity as an employer to see how much help and advice is available'



FHSCP
outcomes
2 & 5

#disabilityconfident

A major event aimed at helping to lift the barriers that prevent disabled people from getting into the workplace was held in Fife on 30th June 2016. The Health Promotion Workplace team is a member of the Opportunities Fife Health and Disability Delivery Group and worked with local and national partners to organise the event.

The event, opened by Shirley-Anne Sommerville, MSP for Dunfermline, was a “reverse jobs fair” where a wide range of support available to workplaces was showcased in relation to employing, recruiting and retaining staff who may have, or develop, a health issue or disability. The event also included the launch of the Government’s Disability Confident campaign in Scotland – encouraging employers to recruit and retain people with a disability who are eager to work and have the skills, talents and abilities that employers are looking for.

92
attendees

25 employers
committed to
Disability
Confident

30
marketplace
stands

Health Promotion Workplace Team

Research: The Ageing Workforce and Employers in Fife

FHSCP
outcomes
5 & 9

172 Fife
workplaces
participated

5 good
practice case
studies
developed

The Scottish population is ageing. This will have a significant impact on labour market and employment practices. Increasing numbers of older workers (those aged 50 plus) are remaining in work as a result of the abolishment of the Default Retirement Age and the rising State Pension Age. Many would like to work beyond the standard retirement age because of economic and social reasons, although they might wish to work more flexibly. Employers play a crucial role in facilitating the extension of working lives.

In 2016, the Team made a successful funding bid to Fife Health & Wellbeing Alliance to commission research into this important subject as it relates to Fife. The aim of the research was to investigate current knowledge, understanding and management of an ageing workforce and older workers amongst workplaces in Fife.

The research was carried out by the Employment Research Institute at Edinburgh Napier University and the final report will be launched in August 2017.



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Focus on Mental Health in the Workplace



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Partnership Working



Partnership working has been key to developing multi-disciplined approaches to meet the needs of Fife workplaces. Joint working has broadened the support, advice and guidance available which has had a positive impact on workplace skills, knowledge and capacity.

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Feedback on service

FHSCP
outcome
3,4 & 8

'couldn't wait to tell you our amazing news on the Accreditation. Eventually with your wonderful mentoring we have managed to get the [Acclaim Accreditation, Construction Line] "Gold Medal". Can't thank you enough.....no way we would have done this on our own'.

'I think this [workplace health] is paramount in a modern workplace in the social care sector'

'Being part of the HWL award has allowed us as employees of a large organisation to become more involved and to develop our skills/services to improve our working lives'

'Keep up the good work and support to independent employers'

'I think workplace health, safety and wellbeing is vital and value your help'

Absolutely fantastic, would be lost without the help'

'Excellent newsletter with lots of information'

Health Promotion Workplace Team

Thanks

Thanks to Fife employers and partners for supporting us tailor our services by identifying workplace health, safety and wellbeing needs, and using our services to further develop skills, knowledge and capacity to support the workforce.

For further information on the work of the Team contact:

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