



# Workplace Team

*Working to reduce health  
inequalities & improve the  
wellbeing of people in Fife*



# *Good Work is Good for You*

Research demonstrates a healthier and safer workplace can reduce short and long-term absence, reduce accidents and near misses and increase worker engagement. The Workplace Team has on average saved each organisation they have worked with £17,865 per annum<sup>1</sup>.



The Health Promotion Service Workplace Team is responsible for implementing workplace strategies and activities with local public, private and third sector organisations and managing the Healthy Working Lives programme in Fife.

<sup>1</sup>ROI Health, Safety & Wellbeing needs within employers in Fife, Research Report, October 2014  
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Workpla

The Workplace Team provides FREE and CONFIDENTIAL services to help employers create a healthier and safer workplace. The Team provide a range of services which can be tailored to meet the needs of workplaces. These include:

- bespoke occupational health, safety and wellbeing advice and guidance
- occupational health and safety needs assessment visits
- support to develop workplace health needs assessments
- occupational health, safety and wellbeing policy development support
- access to a variety of health, safety and wellbeing training
- access to health promotion information and resources
- workplace learning events
- health check MOTs for workers (SMEs only)
- Healthy Working Lives programme.

The Workplace Team tailors services and training to meet the needs of workplaces and encourages organisations to share practice through a variety of ways.

The Team supports employers develop and share good practice by providing opportunities for workplaces to get together, such as:

- joint programmes for neighbouring employers
- Fife HR peer support network for SMEs
- Fife workplace Occupational Health support network
- workshops and events
- newsletter.



## Comments

*"The advisers we met were great, they had a low key approach to getting their knowledge across and it was clear right from the start that they were able to provide the type of advice that we would've had to pay for elsewhere".*

*"Unlike other sources of advice or support, the Workplace Team provide unbiased, free advice with no hidden agenda".*

*"We 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".*

# Good Work for All

Good work provides the opportunity for employers to support the Scottish population achieve a decent income, widen social networks and give people purpose. The health benefits of good work extend beyond working age adults and on to their family. Good work also decreases the risk of poor mental health. Key features of good work are achieved through autonomy, fair pay, work life balance, opportunities for progression and the absence of bullying and harassment<sup>2</sup>.



<sup>2</sup>Good work for all, Health Scotland (2015)  
<http://www.healthscotland.scot/publications/good-work-for-all>

## *Healthy Working Lives*

The Workplace Team delivers the Healthy Working Lives programme in Fife.

Healthy Working Lives provides:

- a website, [www.healthyworkinglives.scot](http://www.healthyworkinglives.scot) offers practical advice, guides and tools to help with every aspect of health, safety and wellbeing in the workplace
- an adviceline (0800 019 2211), providing specialist practical advice on a range of workplace issues
- free face-to-face and online training to inform and develop understanding, knowledge and skills
- a nationally recognised award programme offering a structured path to the workplace, to recognise the steps taken in the workplace to improve health, safety and wellbeing at work.



**Healthy  
Working  
Lives**

To find out how we can support you,  
please contact us on:

**Tel: 01592 226486**

**Email: [hwlffife@nhs.net](mailto:hwlffife@nhs.net)**

Follow the Workplace Team on Twitter **@hwlffife**

**[www.healthyfife.net](http://www.healthyfife.net)**

**[www.healthyworkinglives.scot](http://www.healthyworkinglives.scot)**

## **Health Promotion Service**

Fife Health & Social Care Partnership

**Tel 01592 226484**

**[fife-uhb.healthpromotion@nhs.net](mailto:fife-uhb.healthpromotion@nhs.net)**

**<https://www.nhsfife.org/healthpromotion>**

NHS Fife provides accessible  
communication in a variety of formats.

To find out more about accessible formats contact:

**[fife-UHB.EqualityandHumanRights@nhs.net](mailto:fife-UHB.EqualityandHumanRights@nhs.net)**

**Tel 01592 729130**

Fife Council and NHS Fife are supporting  
the people of Fife together through Fife's Health  
and Social Care Partnership.

**[www.fifehealthandsocialcare.org](http://www.fifehealthandsocialcare.org)**

