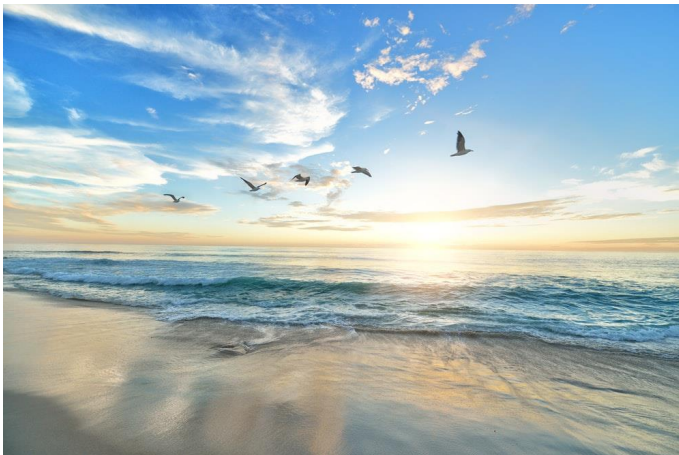


# The role of Occupational Health to support Wellbeing

## Prevention is Key!



# Welcome & Introductions



## This is me!

**Welcome to you all & thank you for joining me**

Passionate about Health & Wellbeing & Prevention is Key!

I've worked in the NHS & Public Health Sector for 20 years

National Assessor for the RSPH Health & Wellbeing Awards – Workplace Health Category and Speaker at NEC Health at Work Conference on Men's Mental Fitness

I'm a keen sportswomen, taking time to cycle, Paddleboard, attend bootcamp & kettlebells sessions and love most physical activities

My most important job - Mum to 10 year old twins

I love living in Cornwall, surrounded by beautiful coastline and rolling countryside and spending time with family and friends in nature.

# Healthy Meeting Etiquette

- #But First A Drink
- This session is for you, I definitely encourage interaction, please ask questions throughout the session and get involved.
- Please feel to move, stand and stretch through the session
- Your Posture is important, please think about your musculoskeletal health
- Enjoy!



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# HEALTH BENEFITS

## OF DRINKING WATER

---

- 1 BETTER FAT METABOLISM
- 2 DECREASED CRAVINGS
- 3 FLUSHES TOXINS FROM THE BODY
- 4 HEALTHIER SKIN AND COMPLEXION
- 5 AND MORE!



# Plan for this session

1. Wellbeing
2. Importance of Creating a Healthy Workplace
3. Essential Ingredients to Create a Healthy Workplace
4. Staff Health & Wellbeing – Specific Health Areas
6. Examples of Good Practice
7. What can work for you!

**#ButFirstADrink #Stretch&Flex**

**#Enjoy**



# What is Wellbeing?

“The state of being comfortable, healthy or happy” (Oxford English Dictionary)

“Wellbeing can be understood as how people feel and how they function, both on a personal and a social level, and how they evaluate their lives as a whole” (New Economics Foundation)



# 5 Ways to Wellbeing Model



## Connect...

With the people around you. With family, friends, colleagues and neighbours. At home, work, school or in your local community. Think of these as the cornerstones of your life and invest time in developing them. Building these connections will support and enrich you every day.

## Be active...

Go for a walk or run. Step outside. Cycle. Play a game. Garden. Dance. Exercising makes you feel good. Most importantly, discover a physical activity you enjoy and that suits your level of mobility and fitness.

## Take notice...

Be curious. Catch sight of the beautiful. Remark on the unusual. Notice the changing seasons. Savour the moment, whether you are walking to work, eating lunch or talking to friends. Be aware of the world around you and what you are feeling. Reflecting on your experiences will help you appreciate what matters to you.

## Keep learning...

Try something new. Rediscover an old interest. Sign up for that course. Take on a different responsibility at work. Fix a bike. Learn to play an instrument or how to cook your favourite food. Set a challenge you will enjoy achieving. Learning new things will make you more confident as well as being fun.

## Give...

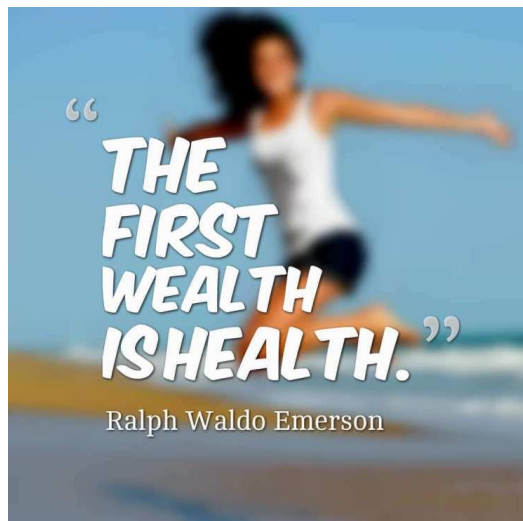
Do something nice for a friend, or a stranger. Thank someone. Smile. Volunteer your time. Join a community group. Look out, as well as in. Seeing yourself, and your happiness, linked to the wider community can be incredibly rewarding and creates connections with the people around you.

# Importance of Creating a Healthy Workplace

The workplace is a setting where many people spend the largest proportion of their time and therefore can play a key role in contributing to the health of their employees and in turn the health of their organisation.

Having a healthy and productive workforce should be every organisation's ambition, especially in today's competitive business environment.

**"You need good health to work, and work can give you good health"**





# Why is staff health & Wellbeing so important?

**RACHEL FAULKNER**  
— wellbeing consultant —

## Health at work statistics



Poor mental health costs UK employers up to

**£45 bn**

Presenteeism (attending work while ill) is estimated to cost

**£30 bn annually**



Every year in the UK

**131 mn**

working days are lost to sickness absence.

Mental Health conditions are a leading cause of sickness absence.

The Work Foundation estimated that there were

**17.5 mn days lost**

in 2018 due to stress, depression or anxiety.



**1 in 3**

It is estimated by the Work Foundation that **1 in 3 of the working age population** in England report having at least one long-term condition.

of current employees reported having a mental health condition.

## The benefits

Workplace health interventions play an important part in raising awareness and understanding of the benefits of both physical and mental wellbeing in the workplace

Employees may become catalysts of change within their own home or community by using the workplace as a start point for adopting new, healthier habits that can be extended across all forms of their daily life.



### Employer benefits

Increased productivity, reduced absenteeism, presenteeism and a cost saving of health related sick leave.

Let's not forget - an all round happier work environment!

The potential economic **return on investment** for a UK business that invests in workplace health initiatives is £4.17 for every £1 spent.

£1 =  
**£4.17**

An employer who actively promotes wellbeing in the workplace is eight times more likely to have **employees fully engaged in their work.**

**25 to 40%** ↓

Promoting good health at work can see a **25 to 40% reduction in absenteeism.**



### Employee benefits

Improved morale, confidence and self-esteem. **Reduction in stress-related illness.**

# Health and Work

## Health of UK employees

**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



**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**



**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

# Creating a Healthy Workplace

“Having happy, engaged and motivated employees is a critical asset for any competitive and sustainable organisation”

Andrew Oswald, Eugenio Proto, Daniel Sgroi, Happiness and Productivity, 2014)

“When people are happy and well, businesses can thrive and societies flourish”

(CIPD, Well-being at Work, 2018)



TAKE CARE OF YOUR EMPLOYEES,  
AND THEY'LL TAKE CARE OF YOUR  
BUSINESS. IT'S AS SIMPLE AS THAT.  
HEALTHY, ENGAGED EMPLOYEES ARE  
YOUR TOP COMPETITIVE ADVANTAGE

Richard  
Branson

# Occupational Health

Quite simply; Occupational health is about the effect of health on work and work on health. There are four main functions that occupational health nurses provide:

- 1. Health leadership** – helping organisations to understand the health needs of their working population and then translating this into a targeted strategy and plan, with appropriate resources
- 2. Health risk management** – assessing, controlling and monitoring health risk inherent in the workplace
- 3. Fitness for work** – advising on the impact of ill health and the physical & mental capacity on an individual's fitness for work or tasks
- 4. Wellbeing** – promoting good health by advising on common health conditions, helping individual make healthy lifestyle choices and building resilience

## What do OH nurses do?

### OH nurses can:

- Provide an independent assessment of an individual's fitness for work in relation to the requirements of the role and any ill health, injury or disability
- Advise on how to facilitate return to work or enable an individual to continue in work e.g. phased return following absence, workplace adjustments
- Provide training and support for managers in relation to employees' fitness for work
- Carry out fitness-for-task assessments where roles or industries have particular demands (e.g. transport, offshore work, clinical health care)
- Support drug and alcohol testing and policy development
- Help managers and employees to meet their legal requirements with regard to the Equality Act

### OH nurses are not:

- Responsible for managing individuals and their sickness absence
- Responsible for implementing management actions
- Able to provide health related information or opinions without informed consent from the individual involved

Assessing and enhancing fitness for work: advising on the impact of ill health and physical & mental capacity on an individual's fitness for work

### OH nurses can:

- Assess workplace health risks (e.g. stress, lift and manual handling hazards, dust and chemical hazards, biological hazards, vibration, noise) and advise on possible control measures, working with other professionals where necessary
- Carry out workplace monitoring including statutory health surveillance where required e.g. for exposure to hazardous substances, noise or vibration
- Advise on work-related immunisation requirements, and provide immunisation in some settings
- Provide support and training in relation to health risk management and responsibilities under H&S legislation

### OH nurses are not:

- Responsible for the day-to-day management of workplace hazards

Health risk management: assessing, controlling and monitoring workplace health risks

Strategic health leadership: helping organisations to understand and enhance the health of their working population

### OH nurses can:

- Assess the health needs of a workforce
- Develop health and wellbeing related strategy and policies
- Work with others at a senior level to influence organisational direction
- Provide or support training to upskill other managers and leaders
- Provide quality assurance of occupational health services

Promoting good health: creating a culture in which employees can thrive at work, promoting healthy lifestyle choices and building resilience

### OH nurses can:

- Support evidence-based health promotion activities to influence lifestyle risks e.g. smoking, alcohol and drugs, physical activity, healthy eating, common mental health conditions and public health conditions
- Advise on employer interventions to support workforce health

### OH nurses are not:

- Focused on general health and lifestyle change at the expense of work-related issues
- Providers of medical treatment, although they may provide urgent health care or injury advice in some settings such as construction or offshore

# RACHEL FAULKNER

— wellbeing consultant —

## Promoting good health:

creating a culture in which employees can thrive at work, promoting healthy lifestyle choices and building resilience

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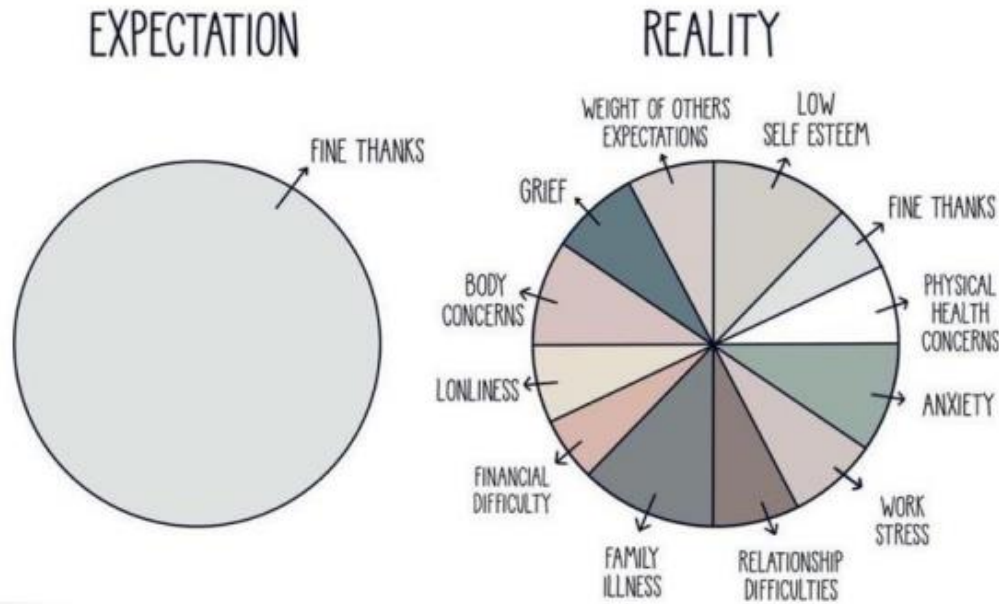
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- Providers of medical treatment, although they may provide urgent health care or injury advice in some settings such as construction or offshore

# Reflection

- How would you rate your current overall wellbeing on a scale of 1 – 10?
- How many minutes of physical activity, do you achieve each week?
- Are you comfortable talking about your own mental health?
- Does work affect your mental health?
- What have you said to yourself or done when you have been feeling low, anxious, struggling?
- Do you sleep well?

# HOW ARE YOU?

@MINUTETOMYSELF



How are you feeling on a scale of 1 – 10?







# What are the essential Ingredients to Creating a Healthy Workplace?

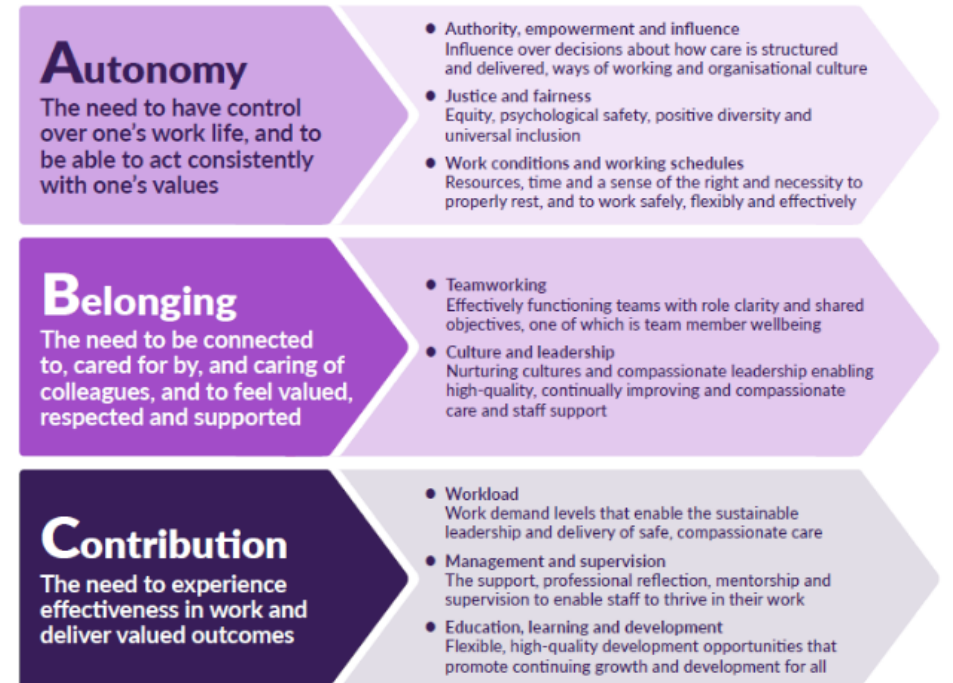
- ❖ Leadership Behaviours / Coaching Skills
- ❖ Collaborative Teams
- ❖ Clarity of Roles, Responsibilities and Expectations
- ❖ Agile and Flexible working / Trust
- ❖ Workload and Change Management
- ❖ Psychological Safety
- ❖ Recruitment and Development
- ❖ Effective Performance Management and Support
- ❖ Value & Appreciation

# Compassionate Leadership

To ensure wellbeing and motivation at work, and to minimise workplace stress, research evidence suggests that people have three core needs:

- autonomy – the need to have control over their work lives, and to be able to act consistently with their values
- belonging – the need to be connected to, cared for, and caring of others around them at work, and to feel valued, respected and supported
- contribution – the need to experience effectiveness in what they do and deliver valued outcomes.

All three must be met for people to flourish and thrive at work  
(Professor Michael West)



[https://www.kingsfund.org.uk/sites/default/files/field/field\\_publication\\_file/Caring\\_to\\_change\\_Kings\\_Fund\\_May\\_2017.pdf](https://www.kingsfund.org.uk/sites/default/files/field/field_publication_file/Caring_to_change_Kings_Fund_May_2017.pdf)

# Importance of one to one's

- They strengthen relationships between leaders and their teams. ...
- They improve productivity. ...
- They build team loyalty. ...
- They benefit everyone. ...
- They deliver meaningful, personalized feedback. ...
- You can check-in on goals, and clearly align on progress and next actions to attain goals.

*“You spend so much time finding great people, it’s worth it to help them grow to be the best they can be.”*

*JUSTIN ROSENSTEIN, (CO-FOUNDER, ASANA)*

# Physical Activity

## UK Chief Medical Officers' guidelines



UK Chief Medical Officers (2019)

- Muscle-strengthening activity on at least two days a week
- 150 minutes of moderate intensity activity  
Or 75 minutes of vigorous intensity activity  
Or a combination of both
- Minimise sedentary time and break up periods of inactivity
- For older adults (65+) - Balance and flexibility activities at least two days a week

**Every minute counts.  
Some is good, more is better!**

# Physical activity reduces mortality and morbidity

## Physically active people have lower health risks

Cognitive decline

↓40%

Type 2 diabetes

↓35%

Hypertension

↓33%

Depression

↓48%



All-cause mortality

↓30%

Bone fractures

↓66%

Breast cancer

↓20%

Coronary heart disease and stroke

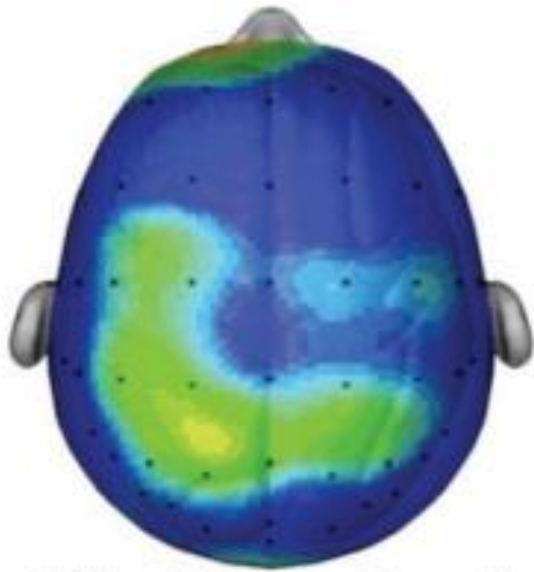
↓25%

Colorectal cancer

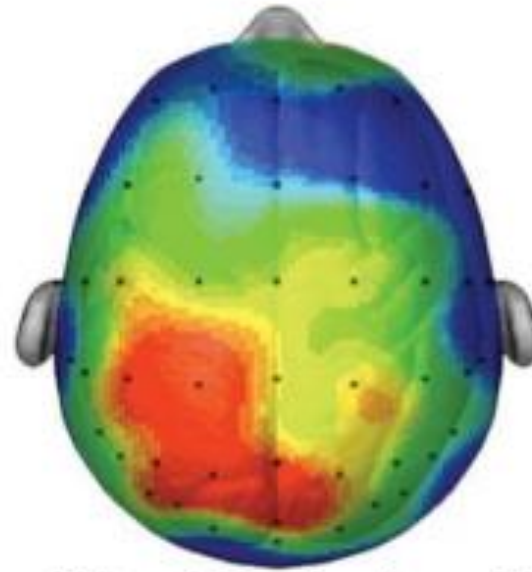
↓19%



## How a lunchtime walk can beat the mid-afternoon slump



**After 20 minutes of  
sitting quietly**



**After 20 minutes of  
walking**

Research/scan compliments of Dr. Chuck Hillman, University of Illinois

## Exercise – the Miracle Cure

“ Walking is as close to a Magic Bullet as you’ll find in modern medicine. If there was a pill that could lower the risk of chronic disease like walking does, people would be clamouring for it”

Jo-Ann Manson, Professor of Medicine, Harvard University



Clear consistent messaging on risk across healthcare will improve people living with LTCs' confidence to be physically active <sup>12</sup>



- The benefits of PA are well established; the risks are less well documented
- The number of people with LTCs is on the rise and many people (62% of over 65s and 81% of over 85s) have more than one condition. It is also clear that people with health conditions have some of the highest levels of inactivity
- The fear of exacerbating symptoms and causing adverse events is a persuasive barrier to PA in this population







Consensus statement



OPEN ACCESS

## Benefits outweigh the risks: a consensus statement on the risks of physical activity for people living with long-term conditions

Hamish Reid <sup>1,2</sup> Ashley Jane Ridout <sup>3</sup> Simone Annabella Tomaz <sup>4</sup>  
Paul Kelly <sup>5</sup> Natasha Jones,<sup>1,3</sup> on behalf of the Physical Activity Risk Consensus group

# Live Longer Better. in Cornwall

**RACHEL FAULKNER**  
— wellbeing consultant —

## **Professor Sir Muir Gray : Our mission is to help people Live Longer Better**

- LLB objectives strive to develop a new culture:
  - From care to enablement, using activity (physical, cognitive and emotional) as the driver to increase healthspan for older adults
  - To enable people to live longer better
  - To reduce the need for health and social care

For further information please visit: <https://www.livelongerbetter.uk/> or <https://www.activecornwall.org/live-longer-better-get-active/>

# Mental Health

“Mental Health is the emotional and spiritual resilience which allows us to enjoy life and survive pain, disappointment and sadness. It is a positive sense of wellbeing and an underlying belief in our own, and others, dignity and worth”

(Health Education Authority, 1997)

“Mental Health is defined as a state of wellbeing in which every individual realises his or her potential, can cope with normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his/her own community ”

(World Health Organisation, 2014)

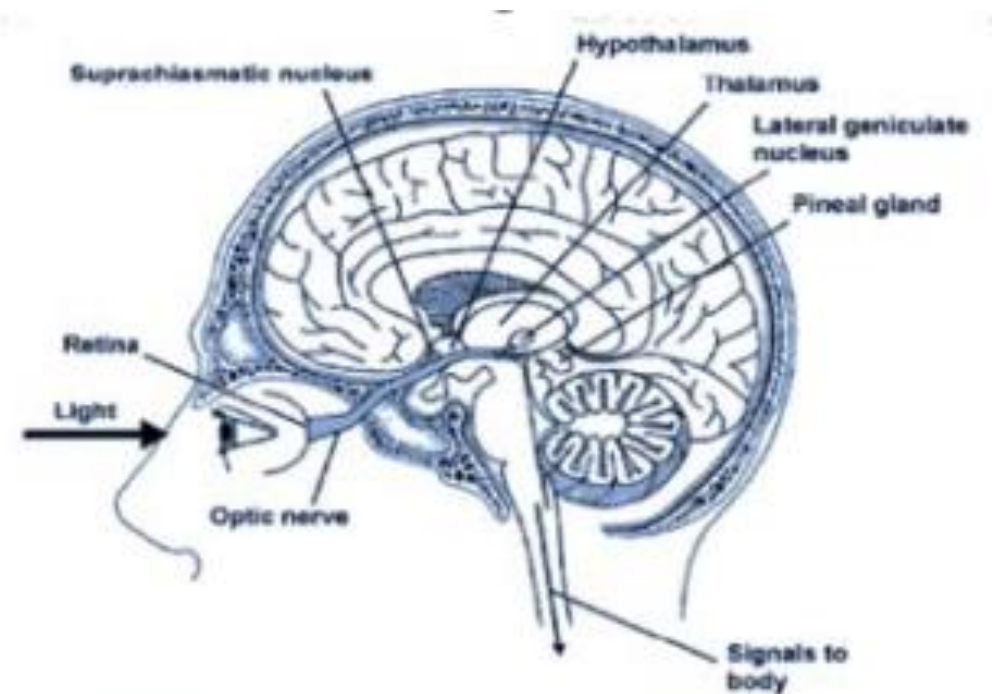
# Benefits of Physical Activity for Mental Health

- Manages stress and anxiety
- Improves self-esteem and confidence
- Improves mood and sense of wellbeing
- Lowers risk of depression
- Alleviates symptoms of mild to moderate depression
- Better sleep
- Reduces risk of dementia PLUS through Physical Activity:-
  - Opportunity to talk things through
  - Improve teamwork and communication skills

# How does Nature help Sleep?

Exposure to such light has been documented to improve **sleep** quality because it **helps** to regulate the human body's internal “**sleep** clock.”

Regular doses of bright **natural** light also **help** children stay more alert during the day, elevate their moods and make it easier to **sleep** at night.



# Men's Mental Health

- Just over three out of four suicides (76%) are by men and suicide is the biggest cause of death for men under 35
- 12.5% of men in the UK are suffering from one of the common mental health disorders
- Men are nearly three times more likely than women to become alcohol dependent (8.7% of men are alcohol dependent compared to 3.3% of women)
- Men are more likely to use (and die from) illegal drugs
- Men are less likely to access psychological therapies than women. Only 36% of referrals to IAPT (Increased Access to Psychological Therapies)

# Men's Health

- **1 man in 5** dies before the age of 65
- **2 men in 5** die before the age of 75
- **3 out of 4** suicides are by men
  
- Men in unskilled work are **3** times more likely to take their own lives than men in senior management
  
- The richest men live on average **10** years longer than the least well-off men.

# Menopause Facts

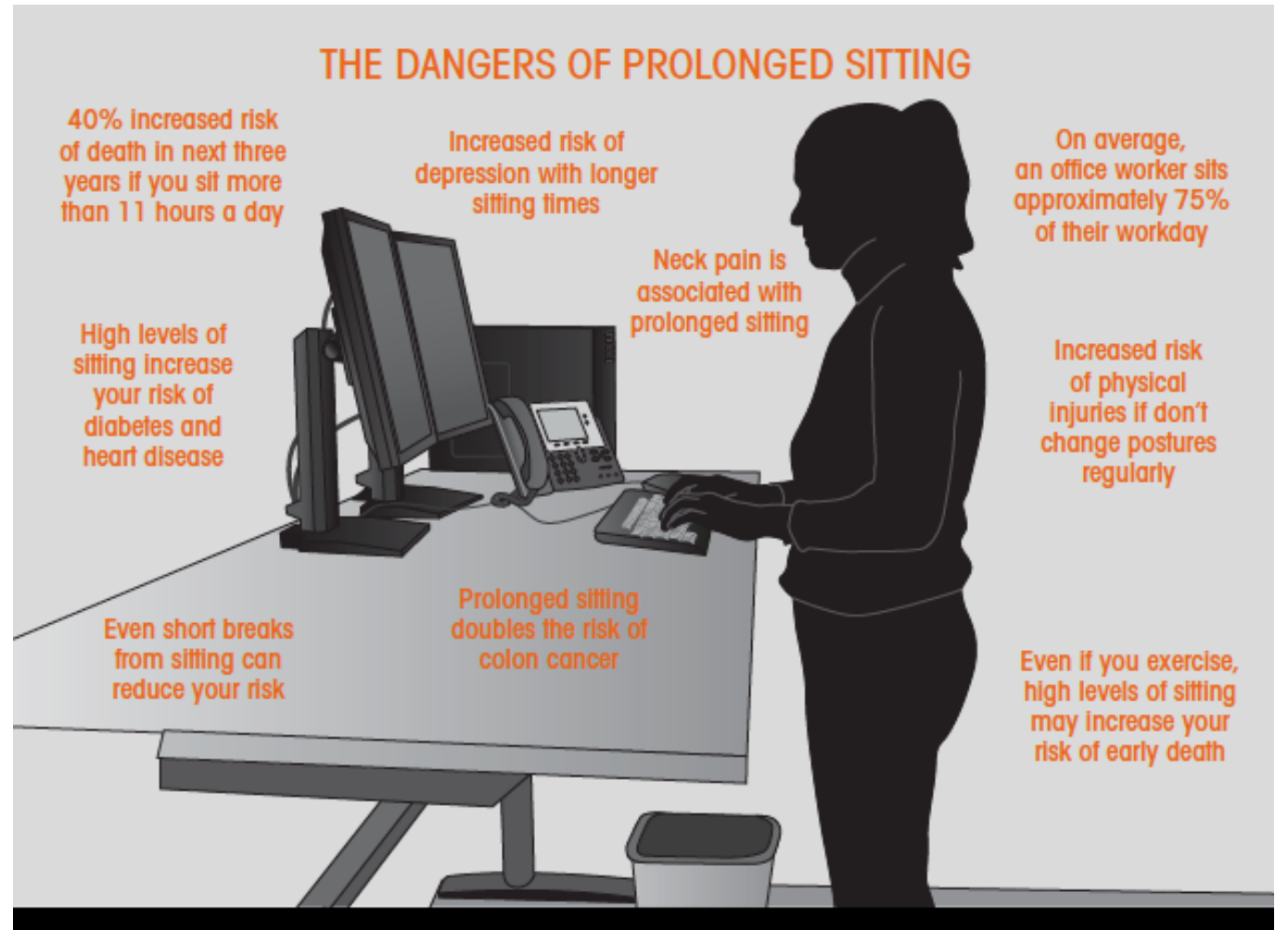
- **Women are the fastest growing work force**
- **Women are working into their late 60s** (Menopause Matters)
- **We came from a generation of “just get on with it”**
  - 1 in 4 women consider leaving work during menopause
  - 10% of women do leave work due to menopause
  - Under Equality Act 2010 as an employer you need to make reasonable adjustments to enable women to continue to work (CIPD Menopause UK)



# Dangers of sitting

How long does the average UK worker spend sitting on a normal day?

- a) 6 hours
- b) 8 hours
- c) 9 hours



# Musculoskeletal Health

**RACHEL FAULKNER**  
— wellbeing consultant —

## Musculoskeletal conditions and work

**2nd largest**  
single cause of sickness  
absence in the UK for  
**men and women**



Leading cause of work limitations and

**28.2 million working days**

are lost per year in the UK  
due to MSK conditions



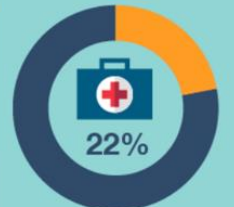
**1 in 10** employees in the UK  
reported having  
a MSK condition

## Impact of MSK on productivity

MSK 2nd biggest cause of days  
lost in work after cough and colds

**In 2016,**

**over 30.8 million**  
working days are lost due  
to MSK conditions



that accounts for 22%  
of sickness absence

MSK conditions cost  
the UK an estimated



# What Matters To You?

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Is there anything that you can suggest your workplace could offer as part of its wellbeing strategy & support?

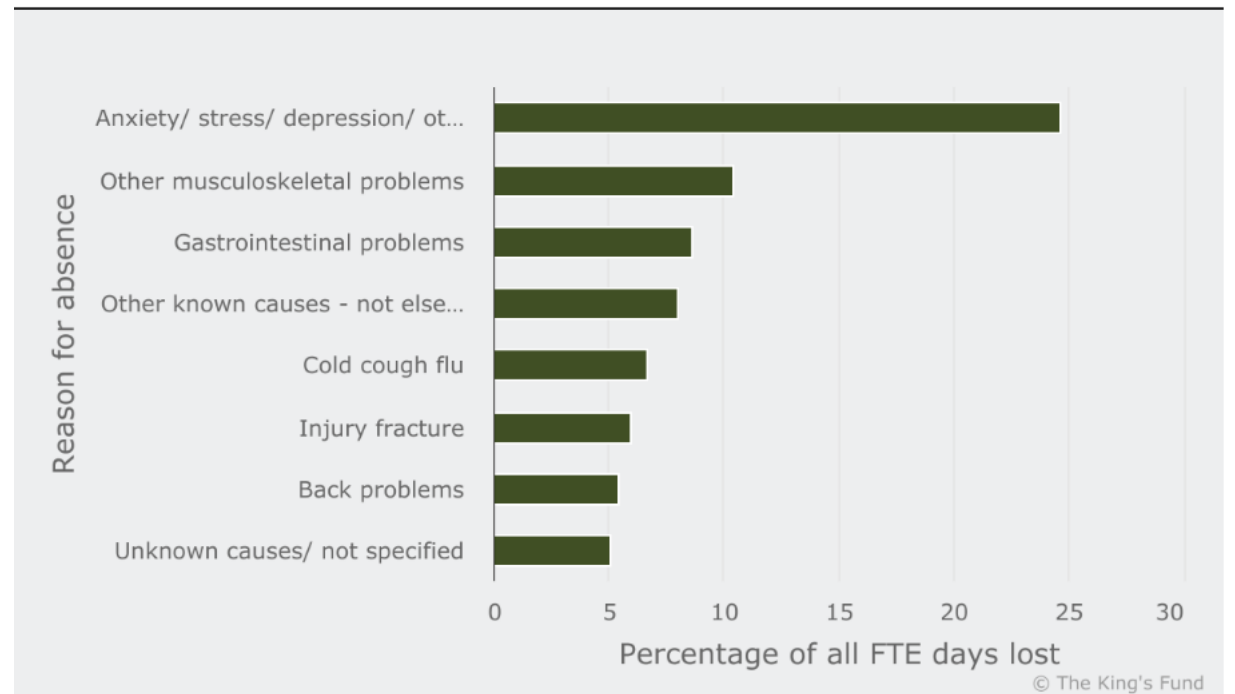
**RACHEL FAULKNER**  
— wellbeing consultant —

# NHS Employers Data

- Sickness absence rates in the NHS are higher than in the rest of the economy.
- NHS staff sickness rates rose from 3.8 per cent in April 2018 to 4.1 per cent in April 2019.
- This is the highest level at that time of year in more than a decade, and represents more than 1.4 million full-time equivalent (FTE) days lost in that month alone.  

(The Kings Fund, 2019)
- 1.5 million staff in the NHS – largest employer in England and one of the largest in the world
- 1 in 9 staff leave the NHS entirely every year

**Figure 1: Most common reasons for absence among NHS staff as a percentage of all FTE days**



# NHS Employer Data

## Key health and wellbeing scores

- 30.8 per cent of staff reported experiencing musculoskeletal problems as a result of work activities (a 1.4 percentage point increase on 2020).
- 68 per cent of respondents said that they felt their line manager takes a positive interest in their health and wellbeing (a 2.4 percentage point decrease on 2020).
- 46.8 per cent of respondents reported that they had felt unwell as a result of work-related stress within the past 12 months (a 2.8 percentage point increase on 2020).
- 54.5 per cent of respondents reported that in the past three months they had come to work despite not feeling well enough to perform their duties (an 8.1 percentage point increase on 2020).
- 24.7 per cent reported feeling pressure from managers to come to work (an 0.8 percentage point decrease on 2020).

# NHS Employer Data

## Data on Burnout

- 38 per cent of staff often or always found work emotionally exhausting.
- 34.3 per cent often or always felt burnt out because of their work.
- 39.4 per cent said their work often or always frustrated them.
- 31.1 per cent were often or always exhausted at the thought of another day or shift at work.
- 46.5 per cent often or always felt worn out at the end of their working day or shift.
- 21.1 per cent often or always felt that every working hour is tiring for them.
- 31.4 per cent reported often or always not having enough energy for family and friends during leisure time.

# NHS staff wellbeing needs

Staff wellbeing is a top priority for all NHS organisations. This resource highlights the importance of the basic needs all staff need to help our NHS people feel healthy at work.

## 3. SELF-FULFILMENT NEEDS



I am achieving my full potential

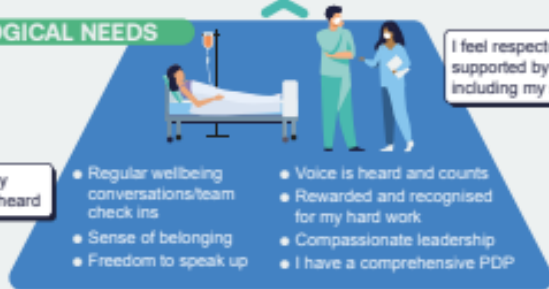


I am thriving and love where I work

## 2. PSYCHOLOGICAL NEEDS



I can freely voice my concerns and I am heard



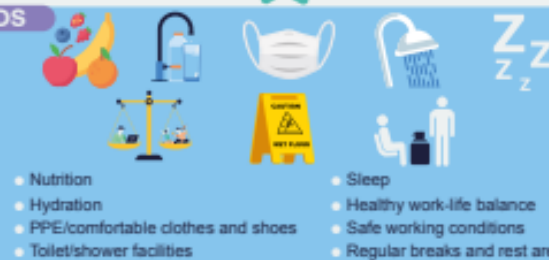
I feel respected and supported by my colleagues including my superiors



## 1. BASIC NEEDS



It's the little things that make the biggest difference



I can regularly take my break and have space away from where I work to rest



www.nhsemployers.org  
enquiries@nhsemployers.org  
@nhsemployers

# RACHEL FAULKNER

— wellbeing consultant —

Lack of access to basic wellbeing needs such as hydration and sleep have been identified as a major concern for NHS staff wellbeing and patient safety.

In the [2021 NHS Staff Survey](#) over 21 per cent of respondents indicated that they often or always felt that every working hour is tiring for them. It is therefore vital we address basic staff needs, such as sufficient breaks, as priority.

This resource highlights the importance of basic needs to help ensure our NHS people feel healthy at work.

# Examples of Good Practice

- Walking Meetings (1 to 1) or small team meetings
- Standing meetings
- Wellbeing space
- Lunchtime walks #Use It Don't Lose It
- Wellbeing/Wellness Hour
- Men's Health – Tool Box Talks,
  - Talk Clubs
- Women's Health – Menopause
- Menopause Café
- Link with local Healthy Workplace Award Programme i.e.; North Somerset
- Wellbeing Conversations
  - E.g. Scale 1-10
- Wellbeing as a standard agenda item
- Adopt and proactive 'healthy meeting guidance and practices' both within workplaces or virtually
- Wellbeing Champions
- Mental Health First Aiders
- Coaching
- Team building & motivational, fun and social activities, virtual team challenges





# You Matter – Menu of Offers

## **One to one Health Coaching**

- Helps people gain and use the knowledge, skills and confidence to become active participants in their care so that they can reach their self-identified health and wellbeing goals
- Raise awareness and increases responsibility for health and wellbeing
- Supporting someone to change their relationship to how they manage their health and care

## **Implementing good practice opportunities – Action!**

### **Topic Based Presentations - Webinars & Face to Face on a wide variety of topics including:**

- Mens Health – Toolbox Talks – Menopause – MSK – Sleep – Health Champions and more.....

## **Signposting**

## **Body Composition Analysis – Health MOT's**

## **Bespoke programmes to meet the needs of individuals as well as the organisation!**

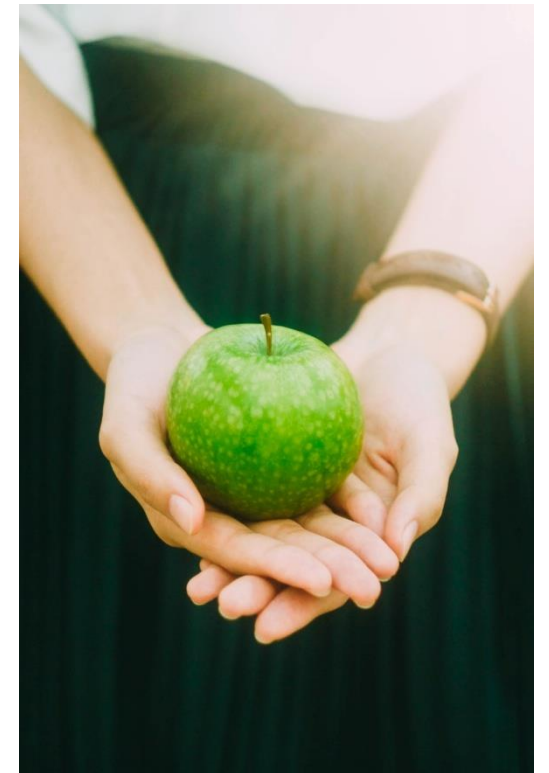
# Top Tips for Self Care

- Use your lunch break to refuel, take a break & recharge **#UseItDon'tLoseIt**
- Throughout the day take a few deep breathes, to reduce tension, re-energise & slow down thought patterns
- Connecting with nature, spend time in the garden, going for a walk, sitting outside
- Effective one to one's
- Reading, puzzles, games, cooking, knitting, drawing, colouring
- Mindfulness from 2 minutes
- Sitting down & having that cup of tea **#ButFirstADrink**
- Giving time to yourself without guilt
- Exercise, do something you love but keep moving
- Having a laugh
- Go to bed earlier
- Gratitude & kindness
- Self Compassion
- Healthy Meetings



# Your Healthy Goals....

- IMPORTANT - Look after your biggest asset - YOU!
  - Pay very close attention to your own wellbeing. You are no good to anyone if you burn out and are unable to function. You know what you like to do to feel better. Put this in your diary and plan a time when you can do it every day.
- Set yourself some healthy goals
- Make a pledge from today – You Matter!
- The Zone of Power – What can you control
- Access Health Coaching



# Further Resources & Information

Occupational Health Awareness Week 18-24th September 2023:

<https://www.som.org.uk/ohaw>

Workplace Health; Management Practices:

<https://www.nice.org.uk/guidance/ng13>

Occupational Health Awareness Week 18-24th September 2023:

<https://www.som.org.uk/ohaw>

Work, worklessness and health: local infographic tool =  
<https://www.gov.uk/government/publications/work-worklessness-and-health-local-infographic-tool>

**Business in the community** – Toolkits

- Sleep and recovery
- Physical Activity, Healthy Eating and Healthier Weight
- Drugs, Alcohol and Tobacco
- Domestic abuse
- Musculoskeletal health

Visit = <https://www.bitc.org.uk/toolkit/>

NHS health and wellbeing framework =

<https://www.nhsemployers.org/publications/nhs-health-and-wellbeing-framework>

# Further Resources & Information

NHS Employers: <https://www.nhsemployers.org/>

NHS People:  
<https://www.england.nhs.uk/ournhspeople/>

Our NHS People:  
<https://people.nhs.uk/>

The Kings Fund:  
<https://www.kingsfund.org.uk/blog/2019/10/nhs-sickness-absence>

New Economics Foundation:  
<https://neweconomics.org/2008/10/five-ways-to-wellbeing>

NICE Guidance:  
<https://www.nice.org.uk/guidance/settings/workplaces/products?Status=Published>

Public Health England:  
<https://www.gov.uk/government/organisations/public-health-england>

Royal Society of Public Health:  
<https://www.rsph.org.uk/>

Health & Safety Executive -HSE:  
<https://www.hse.gov.uk/>

MIND:  
<https://www.mind.org.uk/>

Every Mind Matters:  
<https://www.nhs.uk/oneyou/every-mind-matters/>

Sport England:  
<https://www.sportengland.org/>

Sleep:  
<https://www.mentalhealth.org.uk/publications/how-sleep-better>

Better Health:  
<https://www.nhs.uk/better-health/>

In summary...

## The role of OH to support wellbeing

- Lead by example – be the role model
- Engage & Influence top level leadership
- Use those key ingredients!
- Small Change, Big Difference – every step counts
- Support line Managers to implement good practice
- Utilise every contact with you employee/patient/client!
- Embed wellbeing in all you do!
- Proactive not reactive
- Action!

Here to help & support!

# Final Thoughts

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**“ Now in order that people may be happy in their work, these three things are needed: They must be fit for it; They must not do too much of it: and they must have a sense of success in it”**

John Ruskin, Pre-Raphaelitism, 1851

**“Start where you are, use what you can, do what you can!**

**The important thing is to do something, not nothing”**

Arthur Ashe



Thank You Very Much

Any Questions?

Rachel Faulkner

[rfdwellbeing@gmail.com](mailto:rfdwellbeing@gmail.com)

[www.rfdwellbeing.co.uk](http://www.rfdwellbeing.co.uk)

