Health Promotion Workplace Team
Links to Fife Health and Social Care Partnership Outcomes

FHSCP outcome1: People are able to look after and improve their own health and wellbeing for longer

FHSCP outcome2: People can live independently at home or in a homely setting in their community

FHSCP outcome3: People who use Health and social care service can have a positive experience of those services

Healthy Working Lives

Workplace needs assessment

Ageing workforce research

Partnership working

FHSCP outcome4: Services are centred on helping to maintain or improve the quality of life of those who use the services

Celebrating Good Work Event

FHSCP outcome5: Health and social care contributes to reducing health inequalities

Focus on mental health

FHSCP outcome6: People who provide unpaid care are supported to look after their own health and wellbeing

FHSCP outcome7: Resources are used effectively and efficiently in the provision of health and social care services

Employing with Confidence

Fife Business Week

Lifestyle health check

Core services

Developing skills and capacity

FHSCP outcome8: People who work in health and social care feel engaged and are supported to continuously improve the care they provide
Health Promotion Workplace Team

Cycle of Support for Workplaces

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

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

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

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.

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

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

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

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.

Marketing and engagement

Networking

Partnership

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

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.

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.
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 with in Fife workplaces
- Deliver Healthy Working Lives services
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.
Health Promotion Workplace Team
Meeting the needs of local workplaces in Fife

FHSCP outcomes 1 & 8

Developing skills and capacity

Supporting local CIPD network

Health & Safety the Basics

Working with Fife Business Improvement Districts (BID)

Hosting Age Scotland's Dementia in the Workplace Training

Delivering REHIS Certificate in partnership

Workplace Open Day in the Information Resource Centre

Steps for Stress course

7 SME workplaces participated

78 workers received a health check

Lifestyle health check project

Meet the Buyer Event

Fife Business Week

Start Up Business Event

Supporting local CIPD network

Meet the Buyer Event

Fife Business Week

Start Up Business Event

Supporting local CIPD network

Meet the Buyer Event

Fife Business Week

Start Up Business Event
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.
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 WWOOW (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.
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.
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.
Health Promotion Workplace Team

Focus on Mental Health in the Workplace

- **FHSCP outcomes 1 & 5**
- **42 workplaces participated**
- **Tea & Talk campaign**
- **Mental Health Week**
  - #MHAW16
  - Working in partnership with Health Promotion Information Resource Centre
- **Focus on Mental Health in the workplace**
  - Mental health train the trainer test of change
  - Meet the growing needs of workplaces to build internal capacity
- **Cynthia Show**
  - 20 workplaces participated
  - Linked to Scottish Mental Health Film & Arts festival
  - #mentallyhealthyfife
- **2 local workplaces (public & private)**
- **#flourishinfife**

2016 Year of Listening #yol2016 Breathing space
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.
Health Promotion Workplace Team
Feedback on service

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

‘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’

‘I 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’.

‘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’
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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