

One Life Suffolk

Helping Local People Live Healthier Lives

Workplace Health and Wellbeing Package



Helping you to build a healthier workforce in partnership with



About us

OneLife Suffolk is the county's FREE healthy lifestyle service and is a partnership between Leeds Beckett University and MoreLife UK, commissioned by Suffolk County Council. The service brings a wealth of experience in delivering health improvement and influencing positive behaviour change, underpinned by an emphasis on evidence-based research and psychology. OneLife Suffolk offers free Weight Management Support, Stop Smoking Service, NHS Health Checks, Health Walks, physical activity support and training.

Benefits of a healthy workforce

It is widely known that being in work is good for people's health and wellbeing, but it's increasingly being recognised that a healthy workforce is beneficial to employers too. By creating a positive, safe and healthy environment for employees, you can increase morale, improve your employees' work-life balance and, in turn, positively impact your business.

There is a growing body of evidence to show the financial benefits enjoyed by organisations that implement wellbeing programmes, including reduced sickness absence, improved productivity and reduced staff turnover.



Local spotlight on sickness absence

Sickness absence provides a high level indicator of the way local businesses are supporting staff health and wellbeing.

It reflects both employers efforts to support staff to remain well in work when affected by chronic health issues, as well as supporting their general health and wellbeing and how quickly staff are supported to return to work after a period of ill health.

The sickness absence data provides an opportunity to focus on how employers are supporting health and wellbeing issues in the workplace and how the local public health system is supporting action across every size and sector of industry and business in the local area.



% employees with at least 1 day off in previous week (2014-16)



% working days lost to sickness absence (2014-16)

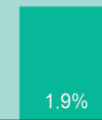
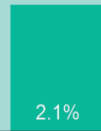
Main causes of lost working days in England 2016



England

East of England

Suffolk



* not statistically different from England



** statistically worse than England

Minor illnesses (coughs and colds)



34 million days

Musculoskeletal conditions



30.8 million days

Mental health issues*

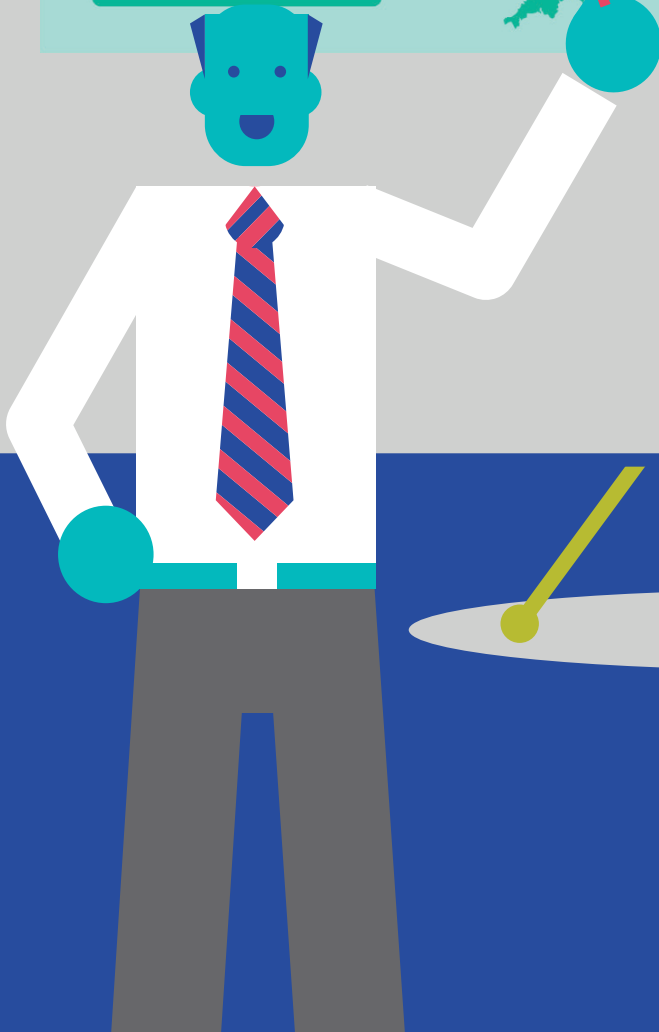


15.8 million days



* including stress, depression, anxiety and more serious conditions such as bipolar disorder and schizophrenia

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FREE Services OneLife Suffolk can offer your workplace

NHS Health Checks

The NHS Health Check is a national screening programme. It is a bit like a mid-life MOT which assesses the likelihood of someone developing a condition affecting the heart and vessels such as heart disease, stroke or type 2 diabetes. As part of the NHS Health Check, patients will have their height, weight, blood pressure and cholesterol levels measured. They will also be asked a series of questions regarding their lifestyle and family history where all results are used to calculate an overall risk score.

An NHS Health Check with a OneLife Suffolk Practitioner takes no more than 30 minutes and includes results there and then which are sent on to the patients GP. Where necessary, signposting or referring to relevant healthy lifestyle services is offered in an attempt to improve health and reduce the risk of preventable diseases in later life.

NHS Health Checks are available to anyone aged 40 - 74 years old, who have not had their NHS Health Check in the last five years and who does not already have a cardiovascular disease, including: heart disease, high blood pressure, atrial fibrillation, high cholesterol, diabetes, stroke, kidney disease or dementia.

Each year, health checks like this can prevent 1,600 heart attacks, prevent 4,000 people from developing diabetes, 20,000 cases of Diabetes or Kidney disease and save 650 lives.

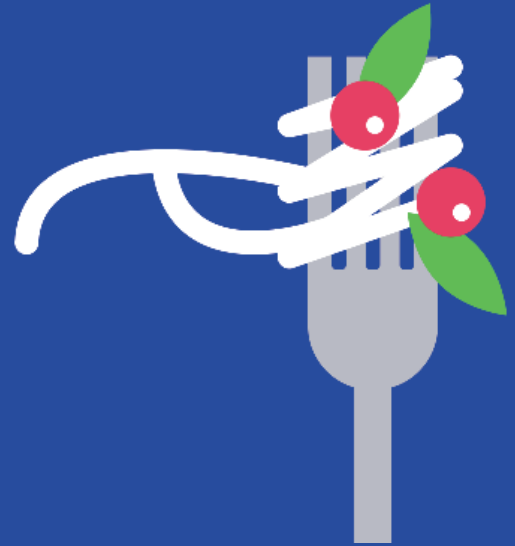


Adult Weight Management Support

OneLife Suffolk offer a free 12 week weight management programme. Over the 12 weeks, the fully trained Practitioner will cover a full curriculum, underpinned with psychology, supporting people with a body mass index of 30 or more to successfully lose weight in a sustainable way. The programme is based on research and evidence, proven to be effective

The team can offer in house support to local employers which is tailored to the needs of the staff, i.e. offering a combination of face to face group support, as well as Skype sessions and offering flexible group times to accommodate changes to staff's shifts.

There are significant workplace costs associated with obesity; for an organisation employing 1,000 people, this could equate to more than £126,000 a year in lost productivity due to a range of health issues associated with obesity.



Stop Smoking Service

OneLife Suffolk's specially trained Stop Smoking Practitioners provide a supportive behaviour change programme which enables an increased opportunity for long-term abstinence from smoking tobacco.

OneLife Suffolk's Practitioners can offer your workplace a free eight week support programme which includes Carbon Monoxide monitoring, access to treatments (Champix, Zyban, Nicotine Replacement Therapy) for up to 12 weeks (product dependent) and direct supply of Nicotine Replacement Therapy. The in-house support that can be offered to your workplace can be group based or one-to-one appointments.

Smoking can cause reduced productivity in the workplace due to smoking breaks and sick days which could be prevented. Many businesses are now a smoke-free zone and OneLife Suffolk's workplace offer can support your staff to comply with new rules and regulations without them feeling judged or punished.



Health Walks

If current trends continue, we will be 35% less active as a population by 2030 than we were in the 1960s. A more active workforce can bring lots of benefits to both staff and your business.

OneLife Suffolk can provide training, allowing your staff to become Health Walk Leaders so walks can be led during lunchtimes or before/after working hours.

Walking is a cheap and effective way to promote better health and wellbeing to your workforce. It can help employees to manage stress, re-energise and offer an opportunity to socialise and network with colleagues. In fact, studies have shown that individual work performance can be improved by between 4% and 15% when people engage in regular physical activity and an on-site fitness programme can reduce staff turnover by between 8% and 13%. It is also known that physically active employees take 27% less sick days than non-active employees.



Families and Young People Services

OneLife Suffolk offers free services to support families and young people to fulfil a healthier lifestyle.

The services, including half term and holiday clubs, are a free offer for families with children on or above the 91st centile of the growth chart. Free holiday clubs can support your employees with free childcare, whilst also supporting them with positive behaviour changes the whole family can benefit from.



Making Every Contact Count Training

Making Every Contact Count training, otherwise known as MECC, provides individuals with knowledge, skills and tools to have a positive and effective conversation about health and behaviour change, particularly around weight management, stopping smoking and increasing physical activity. This training is FREE, it lasts just 90 minutes and can benefit all staff including line managers and supervisors - not just front line, customer, client or patient-facing staff!

- Implementing MECC can improve staff awareness of health and wellbeing issues in the workplace.
- MECC can enhance employees' skills, confidence and motivation to make positive behaviour changes.
- MECC will support HR, managers and supervisors with the skills to support staff in improving their health and wellbeing by providing them with the skills and confidence needed to have a "healthy conversation".
- MECC will support your workplace to comply with workforce improvement programmes.
- Anyone with health and wellbeing on their agenda, with the opportunity to talk to and influence people, can offer a brief lifestyle intervention with their colleagues, customers, patients or service users.

Workplace Health Champion

The OneLife Suffolk Health Champion scheme invites those with a passion for health and wellbeing to work with us to encourage their network of friends, colleagues and family members to improve their health and wellbeing and support them to access local services.

Health Champions work as volunteers and do as much or as little as they have time for. This may be helping to promote the OneLife Suffolk services in their local shop by displaying a poster, sharing information in their staff room or even going on to become a Health Walk Leader.

Training is delivered to anyone wanting to become a Health Champion, where five modules will be covered, supporting future Health Champions to understand the importance of a healthy lifestyle and have the tools to have effective conversations with others about behaviour change.



How do we achieve a workplace Health and Wellbeing Excellence Award?

Bronze Award

To achieve a bronze award, you must:

- Sign up to receive and promote our regular health campaigns
 - Like and follow us on social media
- Work with us to book NHS Health Checks for staff

Silver Award

To achieve a silver award, you must:

- Continue to work with us to offer staff regular NHS Health Checks
 - Have had all staff MECC trained
- Host a staff health and wellbeing day

Gold Award

To achieve a gold award, you must:

- Have met the criteria of the bronze and silver award
- Have implemented multiple OneLife Suffolk services into the workplace, such as weight management or a stop smoking service.

Platinum Award

To achieve a platinum award, you must:

- Have met the criteria of the bronze, silver and gold award
- Have an in house health champion

Fancy going above and beyond?

Your organisation or business could also work towards achieving a **Bronze +**, **Silver +** and **Gold +** accreditation. This is achieved by meeting the criteria set by the Healthy Workplace Award: a new set of simple standards that recognise a commitment to workplace health.

The Healthy Workplace Award sets out eight standards for workplace health, arranged by small, medium and large employers.

Each organisation can apply for a bronze, silver or gold award in one or more categories and receive recognition of which they can be proud.

To discover more about the Healthy Workplace accreditation scheme visit:
www.healthysuffolk.org.uk and search **Healthy Workplace Award**.



- If you complete 50% of the eight standards required to fulfil a Healthy Workplace Award, you will be eligible for the Bronze + award
- If you complete 75% of the eight standards required to fulfil a Healthy Workplace Award, you will be eligible for the Silver + award
- If you complete 100% of the eight standards required to fulfil a Healthy Workplace Award, you will be eligible for the Gold + award

Case Studies

OneLife Suffolk has now delivered NHS Health Checks to 184 businesses across Suffolk with a large number of them working towards their Workplace Health and Wellbeing Excellence Award. Check out just some of the work that has been done across Suffolk.

OneLife Suffolk worked to support staff to lose weight at the Riverside and Melton council offices. The OneLife Suffolk practitioner offered a flexible service where sessions were delivered in alternating offices, whilst also using Skype to ensure that staff across the sites were supported on a weekly basis during the lunch hour.

Seven staff members completed the OneLife Suffolk programme where there was a total weight loss of 5 stone 4 pounds!



Staff from the Melton offices were able to be part of the group when the OneLife Suffolk Practitioner was at the other office through the use of Skype.



OneLife Suffolk has worked with the University of Suffolk to deliver NHS Health Checks to their staff. The NHS Health Checks were scheduled to allow employees of the university and mature students to pop out during their busy schedules.

“We decided to book OneLife Suffolk for NHS Health Checks as we wanted to show our staff we care. The opportunity was extremely easy to set up and the staff were really helpful and very friendly. We have had great feedback from those who attended.”

Teresa Steward, Head of HR Projects at University of Suffolk (UoS)

“It is definitely worth doing and I will be promoting it to colleagues, friends and students! I have had my NHS Health Check and it was brilliant - not because of the results but to have this available 2 floors below my desk and taking just 25mins of my day. It is so helpful for busy parents like me who always put our health second. Thank you for making this available to staff.”

An employee of the UoS



The Lowestoft JobCentre invited the OneLife Suffolk team in to deliver the Making Every Contact Count training to 38 members of staff and have since had the NHS Health Checks and Weight Management teams in providing services too.

As a result, 6stone 7lbs has been lost by staff that accessed the in house weight management programme and the success of the NHS Health Checks has meant that they now have the team in regularly to offer the opportunity out to their customers.

The interventions have been such a success that other job centres across Suffolk are now working with us to offer the same to improve the health and wellbeing of their staff members too!



Find out more about the
free OneLife Suffolk services, at
www.onelifesuffolk.co.uk

To take the first steps to improve the health and well-being of
your staff and achieve your workplace wellbeing awards,
please contact us with your area so we can get back to you.

Info@onelifesuffolk.co.uk

One Life Suffolk

Helping Local People Live Healthier Lives

STOP
Smoking

'L O S E'
WEIGHT

**Get Help
To Get
ACTIVE**

Health
WALKS

♥ *health* ♥
checks

Families
and
Young People

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